ACADEMIC SET UP

DIRECTOR
Prof. (Dr.) Amitava Sarkar, Ph.D

DEAN
Prof (Dr.) K. M. Agrawal, M.Sc, Ph.D

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Dr. S. K. Mallick, B.Com (Hons.), C.A., Ph.D (NYU)
Dr. Madhumita Mohanty, MA, M.Phil, Ph.D  (IIT, KGP)
Dr. Tanima Ray, PGDBM (IIM, Calcutta), Ph.D
Dr. B. K. Choudhury, B.E, Ph.D
Dr. Chinmoy Jana, M.Sc, M.Tech, Ph.D
Dr. Kalyan Sankar Sengupta, M.Sc, Ph.D, HoD-Computer Department
Mr. Swapan Kumar Chaudhuri, M.A, IRTS (Retd.)
Mr. U. K. Bandhopadhyay, M.A., DSW, DAMP, In-Charge (Administration) Evening Programme
Mr. Partha Pratim Sengupta, B.E, MBA, Fellow in Management, Advisor CRIMM
Mr. P. Das, M.Sc, HND(UK)
Ms. Sujata Saha, FCA, MBA, B.Ed.
Mr. Biswanath Ghosh, M.A., PGDBM, PGDI&T.

ASSOCIATE PROFESSOR
Dr. Sudeepa Banerjee, MBA, Ph.D, HoD-Department of Media Management & Co-ordinator MSW
Dr. Jayanti De, M.A., M. Phil., Ph.D
Dr. Jhumur Biswas, M.Sc. M.Tech, Ph.D
Dr. R. K. Jana, M.Sc., Ph.D (IIT, KGP)
Dr. Gairik Das, ME, MBA, (UK), Ph.D, HoD-MDP & Business Management Projects
Dr. Dulali Nag, M.A., Ph.D (US)
Dr. Archana Sharma, MBA, Ph.D, HoD-PGDRM
Dr. Sarbani Mitra, B.Ed. PGDMEnvM, PGDSA, MBA, Ph.D, HOD-Fire Management

ASSISTANT PROFESSOR / LECTURER
Dr. Amitava Mukhopadhyay, MBBS, M.Phil (Hospital & Health Management)
Dr. Soubarna Pal, M.Sc, Ph.D (UK)
Mr. Arindam Dutta, B.E., M.Tech
Dr. Surajit Chakraborty, M.Sc, Ph.D
Mr. Sandip Ghosh, M.A., LL.B, MBA
Mr. Buddhadip Mukherjee, MPMIR, (Psychology, BHU)  DSW, C.oA (Mind Mapping Singapore)
Dr. Sanghamitra Sen, MBBS, DLO, PGDHM, MBA
Dr. Sikharini Majumdar, M.A., Ph.D (US)
Ms. Malini Nandi Majumdar, MBA
Dr. Anupam Ghosh, M.Com, M.Phil, PGTLM, Ph.D
Mr. Madhab Milan Ghosh, M.Com
Dr. Tania Shaw, MBA, MSW, Ph.D
Mr. Ankan Banerjee, M.A, PGDSM
Ms. Piyali Sengupta, M.Sc, PGDEM
Ms. Sona Banerjee, MA (Education), PGD Mass Communication (JU), CELTA/RSA (Cambridge University)

RESEARCH FELLOW AND TEACHING ASSISTANTS
Mr. Manjit Sarkar, MBA-Tourism
Ms. Sreeja Banerjee, MBA-HR
Mr. Avishek Roy, B.E., M.Tech
CORE FACULTY

Mr. Saibal Chatterjee, MBA (IIM) Ahmedabad, Visiting Faculty Helsenki, Business School (Europe)

Mr. Gopinath Ghosh, MA

Dr. Anupam Karmakar, Ph.D, MBA

Dr. Shantanu Mitra, LLB, MBA ACS LLM PGDM Ph.D (Law, Cal)

Prof. S. C. Basu, MA (PMIR) TISS

Prof. Sujit Sen, PGDMIR (XLRI), LLB
THE COURSE

The Programme is designed to give students, a liberal business education and simultaneously prepare them for careers starting in managing human resources in industry and growing to become CEOs ultimately. The emphasis of the programme is on an integrated understanding of the totality of business, its philosophy and socio-economic inter-relationship. It is specially designed to develop and enhance the basic managerial skills and abilities of students and equip them with appropriate tools of modern management for better decision-making.

This Course leads to the MHRM Degree of University of Calcutta. The course is recognised by the All India Council for Technical Education (AICTE), Department of Education, Ministry of Human Resource Development, Government of India

MHRM SHRM Partnership

The Society for Human Resource Management (SHRM) is the world’s largest association devoted to human resource management. Representing more than 250,000 members in over 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China and India. SHRM India is a wholly owned subsidiary of the Society for Human Resource Management (SHRM).

Sharing the same mission as the world’s largest HR association, SHRM India is devoted to supporting the professional and advancing the profession of human resource management in India. Whether it is offering professional development programs or conducting joint research, SHRM India’s mission is to leverage the strengths of the professional in India to share information and advance the human resource profession in a global community.

MHRM IISWBM and SHRM India have become partners in delivering a world class programme experience to the students. MHRM programme of IISWBM has become the only HR programme in Eastern India to partner with SHRM.

Membership of SHRM is mandatory for the MHRM students.
### MHRM PROGRAMME

**Some Prominent Masters Programme in HRM accredited by SHRM**

<table>
<thead>
<tr>
<th>University of Minnesota</th>
<th>Loyola University - Chicago</th>
<th>New York University New York</th>
<th>North Carolina A&amp;T</th>
<th>Purdue University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Texas A&amp;M University</td>
<td>University of Colorado—Denver</td>
<td>University of Maryland University College</td>
<td>University of Rhode Island</td>
<td>University of Texas at Arlington</td>
</tr>
<tr>
<td>Utah State University</td>
<td>Western Carolina University</td>
<td>IISWBM India</td>
<td>Newcastle University</td>
<td>Sasin Graduate Institute of Business Administration of Chulalongkorn University</td>
</tr>
<tr>
<td>Universita Bocconi</td>
<td>Colorado State University</td>
<td>SUNY—The University at Albany</td>
<td>Texas State University - San Marcos</td>
<td>University of Minnesota</td>
</tr>
</tbody>
</table>
ELIGIBILITY
Honours candidates or equivalent course where Honours are not available, from a recognized university; Grads in any professional course (Engineering, etc.) LL.B (5 years) of a recognized University are also eligible.

Those who will be appearing in such examinations within June 2014 may also apply.

ADMISSION
The CAT scores of the applicants is obtained from the IIM admission committee. On the basis of a cut-off mark, the candidates are called for group discussion and interview at IISWBM Calcutta. The final list of the selected candidates will be prepared strictly on the basis of merit.

MIGRATION
Students coming from other Universities should get themselves registered with the University of Calcutta after migration. The University's rules and procedures in this regard, are to be followed. They will be required to pay the Migration and University Registration fees separately.

ATTENDANCE & OTHER REQUIREMENTS
- Students admitted to the two year MHRM course shall pursue the regular course of lectures and other academic arrangements made for the two year academic term.
- Students of the MHRM course shall not be permitted to take concurrent admission to any other equivalent or higher/diploma course in University of Calcutta.
- A student shall be deemed to have pursued a regular course of study in a subject provided he/she attended at least 65 percent of the lectures delivered in each subject of his/her first/second year's course of study.

The attendance of a student shall be counted from the date on which the respective classes begin or from the date on which he/she is admitted, whichever is later.

FOCUS OF MHRM PROGRAMME
- Emphasize the fundamental concepts of management and how to apply these concepts/tools in the work situations.
- Develop, articulate and implement solutions to business problems.
- Case studies, analysis, projects, business simulations and group/individual presentations are used to demonstrate how theory/concept actually works in the corporate world.
- In class room, business strategy is brought to life by visiting executives who offer insight on why business succeed or fail.
- Faculty regularly incorporate breaking business news and trends into their lectures.
- Students are encouraged to learn from close industry contacts and make presentations on their observations.
- Development of Soft skills and business etiquettes would be gain importance.

MEDALS
IISWBM Gold Medal is awarded to the candidate standing First in the order of merit in Final Examination.
MHRM PROGRAMME

VALUE ADDED COURSES
Time to time MHRM department arranges for value added programmes like SPSS, NLP, ISABS & various self Management Programmes by spiritual groups.

FEES
The details of fee structure are shown in the chart placed in the inside back cover flap. Fees are subject to change. Fees are not refundable, except for caution money & security deposit.

STUDENT PROFILE
The Institute has a cosmopolitan student profile with students representing different states of India and also countries like Bangladesh, Nepal, Bhutan, Kenya and Turkey.

FOREIGN STUDENTS
A candidate from abroad may apply giving details of academic background along with a certified copy of the current GMAT score trough the Education Department, Ministry of Human Resource Development, Government of India. Foreign candidates residing and/or studying in India will have to take the GMAT.

SUMMER PROJECT
Students will be helped to obtain assignments for Summer Project for two-months, at the end of the first year, after which they will return for the second year classes.
ABHIRUJA BISWAS and SUGATA ROY students of MHRM 2011-2013, have been adjudged as the National Champions in the 9th National Competition for Management students (NCMS-2012) organised by AIMA on 8th September, 2012 at the Le Meridien, New Delhi.

SOUMYA BHATTACHARYYA & ABHISHEK CHAKRABORTY, were crowned CHAMPIONS of the 9th edition of National Student Quiz organized by the All India Management Association, here at Greater Noida.

SUGATA ROY was selected and represented India as one of the Leaders of Tomorrow for the 43rd St Gallen Symposium organized by the International Students’ Committee (ISC) held under the topic "Rewarding Courage" from 30th April till 3rd May, 2013 in the campus of the University of St Gallen, Switzerland.

TANAYA CHAKRABORTY, SUBRATA CHAKRABORTY, and PRERNA SINHA emerged Champions Responsible Leadership Case Study Competition at XLRI

SUBRATA CHAKRABORTY secured the FIRST POSITION in XLRI-ENSEMBLE 2012 - National Convention for Responsible leadership

SUBRATA CHAKRABORTY became Regional Runners up in MANIFEST 2012 IIM Lucknow for Citizenship development model for an N.G.O.

SAURAV BHATTACHARYA and ABHIJIT GHOSH became WINNERS of the TATA’s TERRAIN competition.
International Conference on "HR Leadership : People Process Practice" was presented by Department of Masters of Human Resource Management, Indian Institute of Social Welfare and Business Management (IISWBM) on the 6th and 7th February, 2014

The Conference was indeed a thumping success as it was attended by a number of stalwarts both from Industry as well as from the Academic, in addition to a good number of paper presenters from within the country and beyond. The Panel discussion was addressed chiefly by people from Industry included Mr. Jagannath Oleti (Head-HR, MMH JC, L&T), Mr. Subhasis Mukherjee (GM-HR, Andrew Yule), Mr. Anirban Mitra (Associate Director-HR, Cognizant Technology Solutions), Mr. Alok Tagore (Regional Head-HR, East, Deloitte) and Mr. Rajesh Jain (Head-Corporate HR, Srei). The Panel discussion was chaired by Mr. A. K. Basu, Ex-President, HR, Hindalco, Speakers of the Special Session were Mr. Umesh Hota (President-HR, Hindalco), Mr. Gautam Ray (Executive Director-HR & Admin. CESC) and Mr. S. Sadangi (Dy. CYO, SE Railways, Kolkata). Various technical session were chaired by eminent Academicians, including Dr. Ratna Sen, Dr. Amit Chakraborty, Dr. A. K. Sinha, Mrs. Radhika Jaggi, Manager, Eastern Region of SHRM and other member also attended the Programme.
### MHRM COURSE STRUCTURE & ACADEMIC CALENDAR

#### FIRST YEAR

| Semester I | 8 Papers |
| Semester II | 8 Papers |
| Summer Project | (in between 2nd & 3rd Semester) |

#### SECOND YEAR

| Semester III | 8 Papers |
| Semester IV | 4 Papers |
| Project Work | |
| Project Viva | |
| Dissertation | |
| Viva-Voce | |

#### MARKS DISTRIBUTION

- **Written Papers**: 28 Papers of 100 marks each
- **Project Work** (Summer Project): 100 Marks
- **Project Viva**: 100 Marks
- **Dissertation**: 100 Marks
- **Viva-Voce**: 100 Marks (on all subjects)
- **Total**: 3200 Marks

#### SCHEDULE OF EXAMINATION

- Total 28 Papers (one paper per day)
- Project Work
- Project Viva
- Dissertation
- Viva-Voce

#### ACADEMIC CALENDAR

Semester Examination in (MASTER OF HUMAN RESOURCE MANAGEMENT) shall be held within six months from the commencement of the course. The date of examination will be duly notified.

In each academic session two semester courses will be simultaneously conducted. I and III or II & IV for two different batches at the end of which corresponding semester examinations will be held.
# MHRM Curriculum

## Semester I

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Subject Name</th>
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</thead>
<tbody>
<tr>
<td>101</td>
<td>Organization - A conceptual framework</td>
</tr>
<tr>
<td>102</td>
<td>Organization Behaviour I : (Individual Behaviour)</td>
</tr>
<tr>
<td>103</td>
<td>Managerial Economics (Micro &amp; Macro)</td>
</tr>
<tr>
<td>104</td>
<td>Quantitative Methods in Business</td>
</tr>
<tr>
<td>105</td>
<td>Business Environment, Labour Economics and Business Laws</td>
</tr>
<tr>
<td>106</td>
<td>Managerial Accounting</td>
</tr>
<tr>
<td>107</td>
<td>Fundamentals of MIS</td>
</tr>
<tr>
<td>108</td>
<td>Basic HRM</td>
</tr>
</tbody>
</table>

## Semester II

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Subject Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>201</td>
<td>Organizational Communication</td>
</tr>
<tr>
<td>202</td>
<td>Organization Behaviour II : (Group Dynamics)</td>
</tr>
<tr>
<td>203</td>
<td>Labour Laws relating to Industrial Relations</td>
</tr>
<tr>
<td>204</td>
<td>Employee Relations</td>
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<tr>
<td>205</td>
<td>Research Methodology &amp; Quantitative Techniques</td>
</tr>
<tr>
<td>206</td>
<td>Ethics and Corporate Social Responsibility and Corporate Governance</td>
</tr>
<tr>
<td>207</td>
<td>Corporate Management I : Corporate Planning &amp; Operations Management</td>
</tr>
<tr>
<td>208</td>
<td>Performance Management &amp; Training and Development</td>
</tr>
</tbody>
</table>

## Semester III

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Subject Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>301</td>
<td>Labour Laws relating to Compensation and Social Security</td>
</tr>
<tr>
<td>302</td>
<td>Compensation Management</td>
</tr>
<tr>
<td>303</td>
<td>Corporate Management II : Marketing and Financial Management</td>
</tr>
<tr>
<td>304</td>
<td>Advanced Human Resource Management</td>
</tr>
<tr>
<td>305</td>
<td>Organization Change &amp; Development</td>
</tr>
<tr>
<td>306</td>
<td>Measurement Tools &amp; Techniques in HRM</td>
</tr>
<tr>
<td>307</td>
<td>Public Relations Management</td>
</tr>
<tr>
<td>308</td>
<td>Discipline &amp; Labour Rationalization</td>
</tr>
</tbody>
</table>

## Semester IV

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Subject Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>401</td>
<td>Labour Laws relating to Welfare, Safety, Health and Hygiene</td>
</tr>
<tr>
<td>402</td>
<td>Management of Welfare, Health and Safety</td>
</tr>
<tr>
<td>403</td>
<td>Human Resource Information System (HRIS)</td>
</tr>
<tr>
<td>404</td>
<td>Quality and HRM</td>
</tr>
<tr>
<td>405</td>
<td>Project Work</td>
</tr>
<tr>
<td>406</td>
<td>Project Viva</td>
</tr>
<tr>
<td>407</td>
<td>Dissertation</td>
</tr>
<tr>
<td>408</td>
<td>Viva voce (on all subjects)</td>
</tr>
</tbody>
</table>
GENESIS

Genesis is the Annual HR meet of the MHRM department of Indian Institute of Social Welfare and Business Management (IISWBM). It provides a platform to the students of the MHRM department to hone their organizing, planning, developing and creative skills to the maximum as they go about conducting this HR meet where intellectuals from the corporate world congregate to converse about imperative issues in the Global Business Environment that have a impact on the Human facet of business.

As a part of this event Business schools from all over India are also invited to participate in the Management games that are held on in conjunction with the HR meet. The games are premeditated to be both engaging and exigent, and ensure that adequate opportunity is given to the participants to test their mettle against their friends from the fraternity of management education.

CONFAB

They might have passed through the hallowed portals of this institute years back but they are still part of the MHRM family at IISWBM. It is indeed a moment of pride for us at MHRM to meet and interact with our alumni at Confab, the annual alumni meet, who now hold coveted positions in industry across India. Confab brings to life this spirit of camaraderie when MHRMites old and new come together under one roof to relive old memories and create new ones.

MANAV

MANAV is the annual HR magazine of the Department. It provides an opening to the students of the department to pen down their thoughts on contemporary & abstract management topics. The numerous articles that have paved their way to the pages of the magazine, vouch not just for the quality and clarity of through but also show us how the students of the department think and act. However, it is not just a students’ magazine but a platform shared with equal pride by the esteemed faculty of the department as well. Together it strives to strike a synergy, thereby bringing out the Literary best of this department.

E-MAGINE

E-MAGINE, is the e-magazine of the Department of Masters of Human Resource Management (MHRM). E-magine, a student entrepreneur venture, was conceptualized with the intent to not just enlighten the dark corners of our intelligence but also to ignite the blaze of thoughts and facts. The management monthly covers an array of sections like Current Affairs, Case Study, Business Quiz, campus Bytes. It has three special sections where the learned Faculty, distinguished Alumni and student from other B-schools put pen to paper for the magazine. E-magine has been receiving accolade from friends for B-schools spread all across the country and also from abroad.

SEMINARS

Seminars conducted by Industry practitioners form an integral part of the unique pedagogy of the MHRM department. MHRM students are exposed to such lectures to help them to understand the practical aspects of management

FIELD VISIT

Student are taken out to different industrial units as a part of industry academia interface for practical exposure.
ACC Limited
Adhunik Group
Allahabad Bank
Arvind Mills Ltd
Bank of Baroda
Capgemini
Cafe Coffee Day
Career Launcher
CESC Ltd.
CHR Global HR Services Pvt Ltd.
Cognizant Technology Solutions
Durgapur Steel Plant
Electro-steel Casting Ltd.
Escorts Construction Equipment Ltd
Essel Mining & Industries Ltd. (Aditya Birla Group)
Gkb Lens Pvt Ltd. (GKB Opticals)
Grey Matter. India Technologies Pvt Ltd.
Haldia Petrochemicals Ltd.
HCL Technologies Ltd.
HDFC Standard Life Insurance Company Ltd.
Hindustan Unilever Limited
ICICI Prudential Life Insurance Company Ltd.
IDBI Bank
Industrial Development Bank of India Ltd. (IDBI)
Indian Overseas Bank
Indian Oil Corporation Ltd. (IOCL)
Jaya Shree Textiles (Indian Rayon and Industries Ltd)
Lupin Ltd.

Mother Dairy
M N Dastur & Company Ltd.
M Tech Mahindra
Nagarjuna Constructions Company Ltd.
Ordnance Factory
Raymond Ltd.
Reliance Capital (ADAG)
Reliance Communications (ADAG)
Reliance General Insurance Company Ltd. (ADAG)
Senbo Engineering Ltd.
Spencers Retail Ltd. (RPG)
STC
Ruia Group
Steel Authority of India (SAIL) Ltd.
SBI Life Insurance Company Ltd.
Spencers Retail Ltd. (RPG)
State Bank of India
Shyam Group
Tata AIG Life Insurance Company Ltd.
Tata Chemicals Ltd.
Tata Consultancy Services Ltd. (TCS)
Tata Metaliks
Titan Industries Ltd.
TM International Logistics Ltd. (Tata Steel)
Tractors India Ltd.
UCO Bank
UB Group
Union Bank of India
Veeyu India Pvt. Ltd.
Vodafone Essar Ltd
WBSEDCL
Wipro Ltd.