



Indian Institute of Technology
Kharagpur

Creating HR Leaders of Tomorrow

MHRM Admission Brochure 2024





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MESSAGE FROM THE DIRECTOR

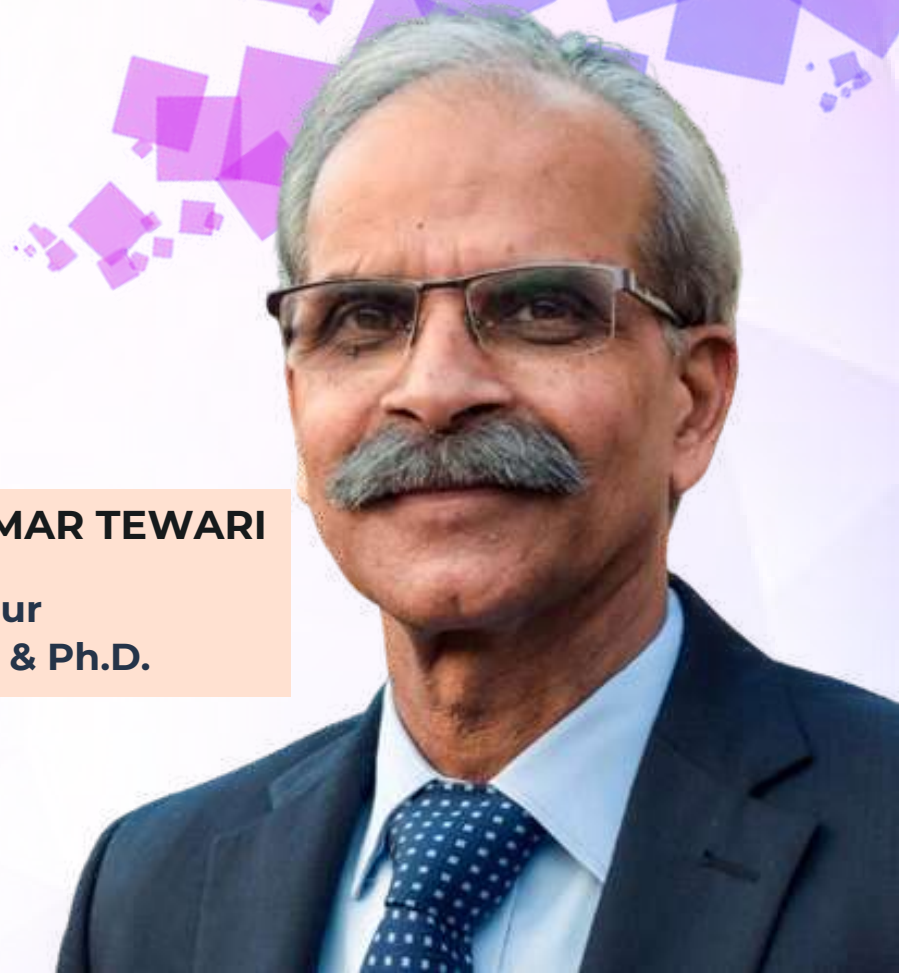
IIT Kharagpur stands tall on its promise of being dedicated to the nation. In this respect, we aim to provide the industry with a technically high-quality employee pool that lends itself to the growth of various reputed organizations and contributes to our nation-building process. What is also encouraging is the students' participation in various technological, management, innovative ventures, and socio-cultural events in national and international events, considering the importance of these experiences in shaping their personalities as individuals. The placement performance in terms of average salaries offered, the number of participating companies, and the speed with which the offers were rolled out reflected the goodwill of IIT Kharagpur, the institute's deep and lasting relationships with the corporate sector, and the strong value that MHRM participants bring to the companies they work for. It also highlighted the adaptability and resilience of the institute and in particular of the students, who are ready to take up challenging roles in the HR Industry.

Whether a student decides to enroll in our Master of Human Resources Management program, our objective is to equip them to become a 'value-added' HR Professional. Our pedagogy places emphasis on global intelligence, creativity & innovation, decision-making, effective communication, team orientation, and leadership. In addition, a key focus is on how to harness the power of emerging technologies to enhance their ability to create value.

Prof. VIRENDRA KUMAR TEWARI

**Director - IIT Kharagpur
B.Tech(Hons), M.Tech & Ph.D.**

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MESSAGE FROM THE HEAD

The Master of Human Resource Management (MHRM) program is designed to cater to the needs of contemporary industrial society. This program offers the students specialized knowledge and skills required to meet the challenges of the corporate world. The core strength of the program lies in developing skills which are relevant to current trends in the area of Human Resource Management. Over the years, with the changing dynamics of the industry and the economy, the course curriculum and the teaching methodology have undergone significant changes. With continuously evolving curriculum and in the context of the volatile and turbulent labour market, MHRM creates HR professionals with a difference.

It is indeed a testimony to the program that many of our alumni are in top management positions in leading organizations across all sectors and are guiding our participants further on the road to inclusive growth with integrity and ethics. Time and again companies have shown their trust in the brand MHRM program and I am confident that our MHRM participants will always make us proud by their performance.



Kishor Goswami

Head, HSS - IIT Kharagpur Ph.D. (IIT Kharagpur)



About IIT Kharagpur

IIT Kharagpur, founded in 1951, is the oldest and largest IIT and the birthplace of quality education in India. It strives to live up to its motto “यो गः कम सु कौ शलम्” by admitting the finest minds in the country every year and sculpting them into the researchers, innovators, entrepreneurs, management professionals, and industry leaders. It has firmly established itself among the eminent institutions around the globe in the field of technology, management and research through the dedicated efforts of its distinguished faculty members, state-of-the-art infrastructure, and a shared passion for serving the nation and humankind through constant redefinition, innovation, and growth. IIT Kharagpur has a demonstrated history of the pursuit of excellence and has been constantly modifying its curriculum to meet the ever-evolving needs of industry around the globe.

About Department of Humanities & Social Sciences (HSS)

One of the first departments to be set up when IIT Kharagpur came into existence in 1951. Houses many disciplines including Human Resource Management, Communication Studies, English Language & Literature, Economics, Psychology, Philosophy, Sociology, German. HSS emerged as a significant player in the field of Human Resource Management in the country and has also engaged in consultancy and management development activities



About MHRM

Since 1982, the Department of Humanities and Social Sciences at IIT Kharagpur has provided an M.Tech. program in Human Resource Development & Management, later restructured as the Master of Human Resource Management (MHRM). The MHRM offers industry-focused education through a diverse curriculum, dedicated faculty, guest lectures, internships, and live projects. It cultivates technical and managerial skills, aiming to nurture socially committed business leaders. The program also emphasizes analytical and quantitative abilities, alongside co-curricular engagement for a holistic educational experience.

Our Rankings



14



270



20



59

Why MHRM?

01

Brand IIT Kharagpur

High Return on Investment 02

03

Extensive Alumni Network

Excellent Placements

04

05

Highly Qualified Faculty

4:1 Faculty-Student Ratio

06

COURSE FEE : 5 LAKH

Course Curriculum

Semester 1

- ◆ FUNDAMENTALS OF STAFFING
- ◆ INDUSTRIAL RELATIONS
 - ◆ PERFORMANCE MANAGEMENT
 - ◆ RESEARCH METHODOLOGY
- ◆ PERSONAL GROWTH LAB
 - ◆ PSYCHOLOGICAL TESTING AND MEASUREMENT LAB
 - ◆ BUSINESS COMMUNICATION

Semester 3

- ◆ BUSINESS SOCIETY AND ETHICS
- ◆ INTERNATIONAL HRM
- ◆ KNOWLEDGE MANAGEMENT
- ◆ STRATEGIC HRM
- ◆ COMPREHENSIVE VIVA VOCE

◆ ORGANISATION STRUCTURE AND DYNAMICS

◆ MARKETING MANAGEMENT I

◆ BUSINESS ECONOMICS

◆ INDIVIDUAL AND GROUP DYNAMICS

◆ PRODUCTION & OPERATIONS MANAGEMENT

◆ INDUSTRIAL LAW FOR MANAGERS

◆ FUNDAMENTALS OF HRM

◆ BASIC BUSINESS STATISTICS LABORATORY

Semester 2

◆ HUMAN RESOURCE DEVELOPMENT

◆ LEADERSHIP

◆ MANAGEMENT OF CHANGE

◆ BUSINESS ENVIRONMENT AND POLICY

◆ COMPENSATION MANAGEMENT

◆ STRATEGIC MANAGEMENT

◆ HR ANALYTICS

◆ FINANCIAL MANAGEMENT

Semester 4

Electives



- ◆ TALENT AND COMPETENCY MANAGEMENT
- ◆ QUALITATIVE RESEARCH
 - ◆ ORGANIZATIONAL DEVELOPMENT
- ◆ HR ISSUES IN SERVICE SECTORS
 - ◆ HR AUDIT
- ◆ FUNDAMENTALS OF MANAGEMENT CONSULTING
- ◆ COACHING AND MENTORING
 - ◆ CORPORATE SOCIAL RESPONSIBILITY
- ◆ EMPLOYER BRANDING
- ◆ CREATIVITY AND INNOVATION MANAGEMENT



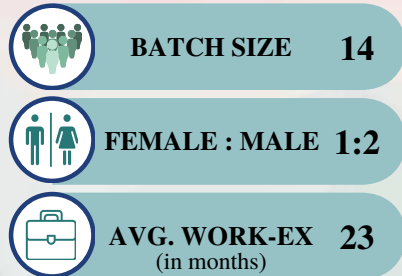
- ◆ MANPOWER ECONOMICS
 - ◆ ADVANCED BUSINESS ANALYTICS
- ◆ CAREER PLANNING AND MANAGEMENT
- ◆ DIVERSITY AND INCLUSION
 - ◆ TRANSACTION ANALYSIS
- ◆ EMOTIONAL INTELLIGENCE AT WORK
- ◆ CONFLICT RESOLUTION AND NEGOTIATION
- ◆ HEALTH AND WELL BEING AT WORK
 - ◆ HR IN MERGERS AND AQUISITIONS
 - ◆ SUSTAINABLE HRM



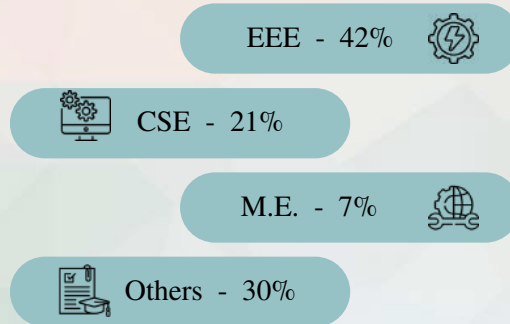
- ◆ NEURO LINGUISTIC PROGRAMMING
- ◆ HUMAN CAPITAL MANAGEMENT
 - ◆ DESIGN THINKING
- ◆ BUSINESS LAW FOR MANAGERS
 - ◆ INTERPERSONAL COMMUNICATION
- ◆ ECONOMETRIC ANALYSIS OF PANEL DATA
 - ◆ HUMAN RESOURCE INFORMATION SYSTEMS
 - ◆ FOUNDATIONS OF ENTREPRENEURSHIP

Batch Profile 2022-2024

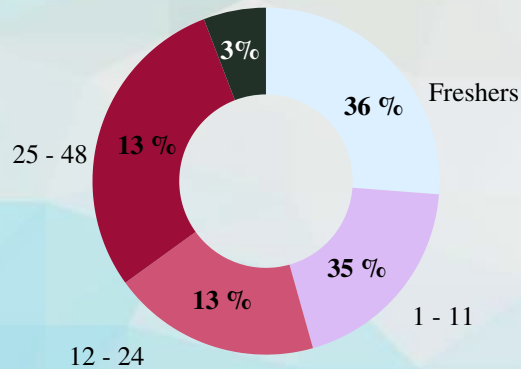
Batch Composition



Academic Diversity



Work Experience

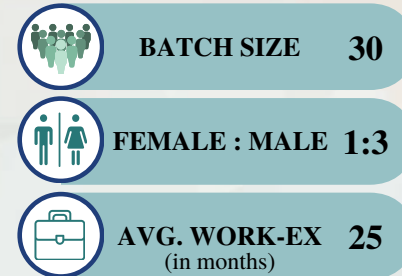


Summer Experience

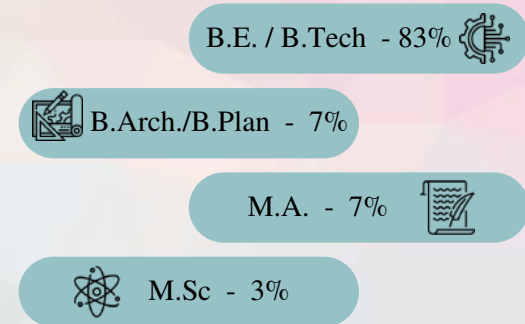


Batch Profile 2023-2025

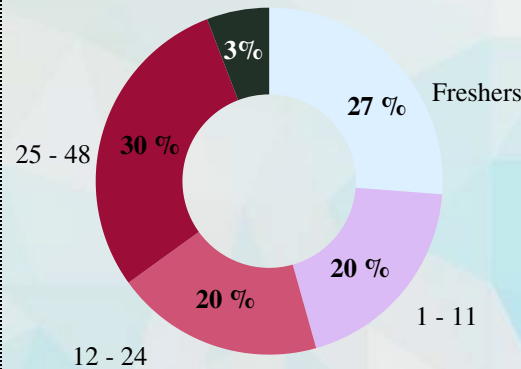
Batch Composition



Academic Diversity



Work Experience



Pre - MBA Experience



राष्ट्र सेवार्थ समर्पित
Dedicated to the service of the Nation



Faculty Profile



Kishor Goswami
Ph.D. (IIT Kharagpur),
Professor
Head of the
Department, HSS

Dr. Kishor Goswami has more than 11 years of teaching experience. His areas of specialization and research include Development Economics (food security, poverty, gender and trade, globalization), Agricultural Economics and Economics of Bio-fuels. He has completed projects with organizations such as UNDP, DSIR, NTPC, NOVOD, SANDEE, ICSSR, and continuing projects with organizations such as NABARD, ICSSR, etc. He is presently associated as advisory board member with International Journal of Economics and Business Modeling, and as editorial board member with Asia-Pacific Economic Newsletter, SAGE open, and as reviewer with many journals of international repute.



Kailash Bihari Lal Srivastava
Ph. D. (IIT Kanpur),
Professor

Dr. K. B. L. Srivastava has more than 25 years of teaching, research and training experience. He has taught at BITS (Pilani), TAPMI (Manipal), Visiting Faculty at XLRI (Jamshedpur), and Asian Institute of Technology (Bangkok). He has published more than 40 papers in National and International journals and contributed 24 chapters in edited books. Dr. Srivastava has supervised 14 Ph.D. scholars. He has conducted several MDPs in the areas of behavioral/Soft Skills and Human Resource Management. His current consulting and research expertise are in the areas of Strategic Human Resource Management, Organizational Culture, Leadership, Emotional Intelligence, Knowledge Management, and CSR.



Vijai Nath Giri
Ph.D. (IIT Kharagpur),
Professor

Dr. V.N. Giri specializes in Communication Studies. He is the recipient of National Merit Scholarship, ICSSR Doctoral Thesis Publication Award and the prestigious German Academic Exchange Service (DAAD) Long-Term-Fellowship. Prof. Giri has supervised 10 Ph.D. scholars and several M.Tech./MHRM students. He has published a book, 10 book chapters, and more than 40 papers in national and international refereed journals. He was on the editorial board of Communication Theory, (International Communication Association, USA) and Encyclopedia of Communication Theory (SAGE, USA).



Bhagirath Behera
Ph.D. (University of Bonn), Professor

Dr. B. Behera's research interests include Environmental and Resource Economics, Development Economics, New Institutional Economics (NIE) and its application to Natural Resource Management, Political Economy and Public Policy and Governance. He has published several scientific papers in these areas in reputed national and international journals. Dr. Behera has been associated with research and consultancy projects sponsored by the UNDP, NABARD, Ministry of Rural Development, Indian Council of Social Science Research.



Anjali Gera Roy
Ph.D. (IIT Bombay),
Professor

With her research interests spanning literary, cultural, performance & historical studies, Dr. A.G. Roy has designed and taught courses in language, literature, culture and communication at IIT Kharagpur. She has been a Visiting Faculty in Communication at IIM Bangalore, IIM Rohtak and IIM Kashipur and has conducted in-house Executive Development Programs. She has published 8 books and 100 essays in top-ranked scholarly journals and edited volumes. Recipient of the IRCALC Writer of the Year (2011) Award and several prestigious fellowships, she has visited and lectured at several universities in Australia, Canada, New Zealand and Germany.

Faculty Profile



**Rabindra Kumar
Pradhan
Ph.D. (Utkal
University),
Professor**

Dr. R. K. Pradhan specializes in Industrial and Organisational Psychology, OB & HRD. He has conducted several training program in the field of OB & HR. He has more than 22 years of research, training & teaching experience in the field of Psychology and HR. He has more than 100 publications and five books to his credit. Dr. Pradhan has been a visiting faculty to IIM Indore, IIM Kohzicode and many other reputed institutes and universities. He holds membership of many professional organizations such as NHRDN, ISTD, ISC, NAOP, IAAP, IACCP and IAHP. Currently, he teaches Organizational Behaviour, Emotional Intelligence at work, International HRM, PGL and Psychological Testing.



**H S Komalesha
Ph.D. (IIT Kharagpur),
Professor**

Dr. H S Komalesha has authored Issues of Identity in Indian English Fiction (Oxford: Peter Lang, 2008). Sahitya Akademi, the National Academy of Letters in India has published his English translation of two Kannada monographs: Anupama Niranjana (2008) and Rashtrakavi Kuvempu (2013). Sampark Publishers (Kolkata) has published his English translation of the iconoclastic Kannada play, Sankranti by P. Lankesh. Apart from these books, he has published articles in several international and national journals. His areas of specialization are Indian Literatures, Postcolonial Studies, Translation, Communication and Culture Studies.



**Seema Singh
Ph.D. (BHU, Varanasi)
Associate Professor**

Dr. Seema Singh is an accomplished academician and Associate Professor at the Department of HSS, IIT Kharagpur. With over 14 years of experience, she specializes in Managerial Communication, Feminist Narratology, and Gender Studies. A gold medalist with a Ph.D. in English from Banaras Hindu University, she has an extensive publication record and has successfully guided Ph.D. and M.Tech. theses. Recognized with awards like the Mother Teresa Bharat Ratna Gold Medal, she brings a wealth of expertise to the position of Professor, demonstrating a commitment to education, research, and community engagement.



**M.K Rao
Ph.D. (TISS,
Mumbai),
Associate Professor**

Dr. Mukkamala Kameshwar Rao has served prestigious Institutions like IIT Roorkee, NIT Warangal, NIT Tiruchirappalli before joining the Department of Humanities and Social Sciences in 2019. His Area of research include Competency Management, Sustainable HRM, CSR, Intellectual Capital, Strategic HRM. Currently, he teaches Applied Organisational Psychology, Management of Change, Personal Growth Lab, Industrial & Labor Law, Strategic HRM, Industrial Relations Competency Management, Corporate Social Responsibility.



**Inder Sekhar Yadav
Ph.D. (University of
Hyderabad),
Associate Professor**

Inder Sekhar Yadav presently serving as an Assistant Professor at the Institute holds a Masters, M.Phil and Ph.D degree in Economics from University of Hyderabad. He has over 7 years of experience in academia. At the institute he is involved in teaching, research, consultancy, and training. His teaching and research interests include financial economics; industrial economics and enterprise risk management. He has published several articles in reputed national and international journals. He has also presented his research work in several national and international conferences.

Faculty Profile



Mantu Kumar Mahalik
Ph.D. (IIT Madras)
Associate Professor

Dr. Mantu Kumar Mahalik is associated with Department of HSS, IIT Kharagpur, since 17th May, 2018. He completed his PhD in Economics from Department of Humanities and Social Sciences (HS), IIT, Madras. He has presented a multitude of research papers and his past teaching experience includes the position of Assistant Professor in NIT Rourkela and Amrita Viswavidhyapeetam University, Kerala. His research areas include Open Empirical Macroeconomics, Housing Economics, Monetary Economics, Financial Economics, Urban Economics and Policy, Energy Economics.



Vikas Thakur
Ph.D. (IIT Roorkee)
Assistant Professor
Grade-I

Dr. Vikas Thakur has completed his PhD in Operations Management domain from IIT Roorkee. His areas of expertise ranges in the field of Strategic Management, Marketing Management, Operation and Supply Chain and Business Research Methodologies. He has 10 years of teaching experience and in past has hold the office of training and placement officer and warden at NIT Rourkela. He has authored numerous articles in esteemed national and international journals and has shared his research findings at various conferences, both on a national and international level.



Binita Tiwari
Ph.D. (IIT Roorkee)
Assistant Professor
Grade-I

Her achievements include winning the Best Conference paper in several occasions like AHRD International Research Conference, Management Doctoral Colloquium in VGSOM and ICTEAM'15, Singapore. She completed her Ph.D on "Talent Development and Engagement of Survivors: A Study of IT/ITES Sector in India" in the area of HRM from DMS, IIT Roorkee. She has published many International Journals and also conducted training sessions and talks in the field of HR. Her areas of specialization include HRM, OB, Change Management, Innovation and Entrepreneurship and Talent Management



Rishabh Rai
Ph.D. (University of Delhi),
Assistant Professor
Grade-1

Dr. Rai's research work revolves around the idea of how the human mind evolved, what individual and situational factors were responsible, and the extent to which the human mind converges and diverges with other species. Currently, his work is looking at antecedents and behavioral consequences of risk-taking and self-control in humans. Both risk-taking and self-control have contributed to the flourishing of Homo Sapiens and the continuous growth of its civilization. His future work will look at the behavior of nonhuman primates (rhesus monkeys). The study of primates will throw light on the evolutionary conditions under which a behaviour evolved.



Mahima Raina
Ph.D. (IIT Delhi)
Assistant Professor
Grade-I

Mahima Raina received her Ph.D from Indian Institute of Technology Delhi. Her research focuses on work family boundary management in the Indian context, with a core focus on occupational health and wellbeing. Apart from that she has avid interest in the intersection of Psychology and Hinduism, and she has published scholarly work on how this timeless wisdom can be used to enhance understanding and optimizing human functioning. Mahima has held visiting scholar positions at University of Humboldt, Berlin and University of Quebec in Montreal which was funded by the Ministry of Higher Education Canada.

The admission process for the MHRM Program at IIT Kharagpur is designed to select only the most exceptional students for its campus. Prospective students undergo a rigorous selection process, primarily based on their performance in the highly competitive national-level CAT examination

Admission Process



Eligibility Criteria

- Bachelor's degree of minimum 4 year duration, or Postgraduate in any subject
- GEN/NC-OBC: Minimum of 60% marks (or CGPA of 6.5 on a 10-point scale)
- SC/ST/PWD: Minimum of 55% marks (or CGPA of 6.0 on a 10-point scale)
- For or both the above cases, if the CGPA is on a different scale than 10.0, the eligibility of the candidates will be calculated corresponding to the equivalence stated above.
- CGPA will not be converted into percentage marks if the degree-awarding institute provides marks in the CGPA system. Their admission will be based on the CGPA awarded on the transcript Selection of students currently in the final year will be provisional, subject to the condition that all parts of the examination must be completed in all respects before the date of joining the Institute and the mark sheet/certificate are to be submitted latest by October 31, 2024.
- **Reservation is applicable as per the rule of Government of India**

Minimum CAT-2023 Percentile for shortlisting

The final Selection Cut-off would depend on the number and quality of application.

The last year cut off are as follows :

GENERAL
80

EWS
80

NC-OBC
72

SC
53.33

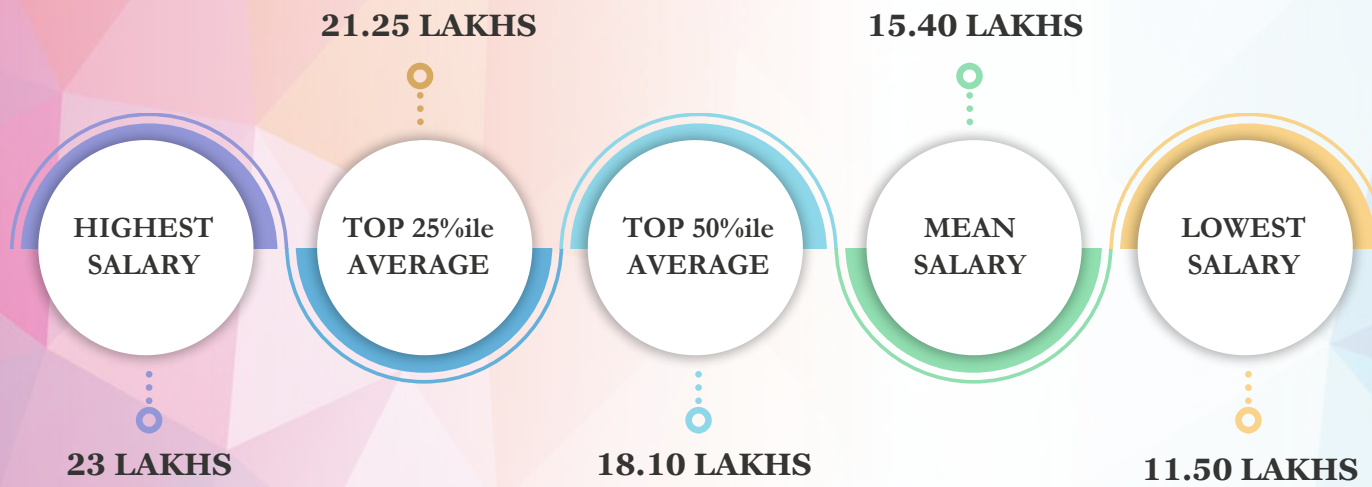
ST
53.33

PWD
53.33

TOTAL NUMBER OF SEATS : 60

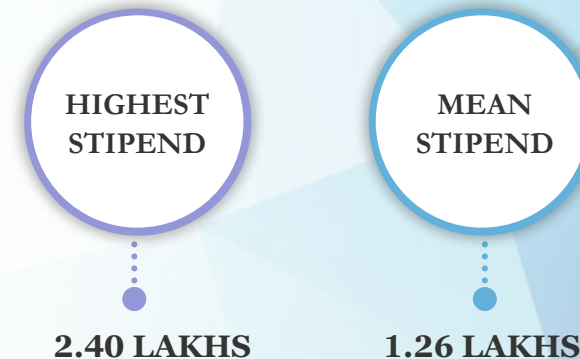
Final Placements

2022-2024



Interim Summer Placements

2023-2025



Prominent Recruiters



Clubs and Committees

Corporate Relations & Placements Cell

The Placements Committee operates as a student organization within the framework of the Office of Placement Cell, tasked with upholding elevated placement standards and enhancing annual placement outcomes for the MHRM program at IIT Kharagpur. The committee actively fosters ongoing connections with corporate partners, implementing various successful initiatives such as the MHRM Chronicle, Mock Interviews, SEPs, and collaborations with esteemed universities, all geared towards achieving its overarching goal.



Academic Committee

The Students' Academic Committee is a voluntary student body dedicated to organizing Guest Lectures by industry leaders. Members actively engage in ongoing research to enhance the curriculum, ensuring its alignment with evolving industry standards. Their goal is to cultivate enduring connections with prominent HR leaders nationwide, particularly for the annual HR Conclave, promoting professional collaboration and knowledge exchange.



Media, PR & Admissions Committee

MPRA, a student organization, aims to globally position MHRM IIT Kharagpur in HR and actively supports the admission process. The Media, PR, and Admissions Committee, known for creative thinking, promote the program in academic and professional circles, aiding new admissions through various activities like events, blogs, media management, and assisting aspirants. The team is committed to enhancing MHRM's visibility by consistently devising strategies to market the program effectively.



Alumni Committee

The Students' Alumni Committee is dedicated to fostering strong ties between the Institute and its MHRM alumni. Through initiatives such as enlightening guest lectures, guidance webinars featuring accomplished alumni, and alumni meets, the committee actively strengthens connections. This multifaceted approach underscores the committee's unwavering commitment to building a robust and enduring network, ensuring a vibrant relationship between the Institute and its graduates.

Sports and Cultural Committee

The Sports and Cultural Committee is a student body with a goal of fostering a vibrant and inclusive class room culture. On the sports front, the committee is responsible for organising various tournaments and events, promoting physical well-being and friendly competition among the students of MHRM. Simultaneously, this committee works to curate a diverse cultural calendar filled with different celebrations and performances that showcase the talent and cultural richness of the students.

Life at MHRM



Esteemed Alumni



Vaibhav Goel
Sr VP and Head HR,
Reliance Industries
Limited



**Vamsi Krishna
Aavula**
AVP, Global People
Technology



Vikash Jangid
VP, JPMorgan Chase
& Co.



Tapas Acharya
Head HR,
Adani Port & SEZ



Indrani Dutta
Managing Director,
Brillio



Arijit Pal Choudhury
Head HR-India,
Nomura



**Shyam Sundar
Choudhury**
Head HR,
TATA Power



Arun Taneja
Director Human
Capital
Solutions, Aon



Geetika Mittal
Assistant VP HR,
ZUNO General
Insurance



Prasun Maharatna
Sr. VP,
Flexton inc



Aashish Kumar
Assistant VP HR,
IDFC First Bank



**Gobinda Goswami
Jena**
VP HR Transformation,
Citi



Shivam Dikshit
VP HR,
HSBC



Krishna Priya
Head of People,
Branch
International



**Rahuraman
Venkatachalam**
Associate VP HR,
HCL Technologies



Pawan Kumar
VP HR, Rinac



**Sankalp
Chaturvedi**
Associate Prof.,
Imperial College
London



Nitin Asalkar
Vice President - HR,
WILO Mather



Inder Kundnani
Head- L&D,
DCM Sriram



Sanjeev Kumar
Associate VP,
Mylan Labs



Kumar Jagat
Head-HR,
Adda247



Anupam Pareek
VP & Global
Head-HR,
iQuanti,inc.



Sudhansu Pathak
Head HR & OD,
JK Tyre & Industries



**Prateek Roy
Chowdhury**
AVP- Recruitment,
Accenture



Sriram Nedunuri
Head Client Solution
advisory,
Darwinbox



Chetan Pandey
Associate Director,
KPMG



Chetana Gargava
Head HR,
Novartis



Himanish Goswami
Program Director,
GMG



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S. Siddharth



Smriti Shrivastava



Barkha Verma



Sourangshu Paul



Gaurav Ingole



Arup Naskar



Nishanth Rajendran

MHRM

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Indian Institute of Technology, Kharagpur
West Bengal - 721302

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