

HR Auditing-Preparing the Ground for Strategic HRM

March 8-10, 2017



Executive Education
Indian Institute of Management, Ahmedabad

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Conducting HR audit entails a detailed analysis of HR policies, practices, procedures of the organisation and ascertaining whether it aligns with the organisational strategy and purpose. Further the audit process involves benchmarking the systems against best practices across organisations of similar size and industry. The areas covered under the HR audit include, but not restricted to employee relations, performance management systems, compensation system, record keeping, employee health and safety, legal compliance and so on. The program aims at developing the capabilities of the participants to conduct an in depth audit of HR systems in their organisations by providing detailed inputs on the process of HR audit through case studies.

Objectives

In the contemporary business world the role of HRM is considered to be strategic, where HR is seen as a business partner, involved in designing and implementing organisational policies and striving towards organisational goals. The onus, thus, is on HR department to accomplish more with less and to add value to the organisation. To ascertain if HR is contributing to the organisational goals and if so, how, we need to clearly assess and demonstrate the impact of HR policies and practices on the organisation HR audit, to say the least, enables the organisation to assess the effectiveness of HR.

The importance of HR audit, however, extends much beyond assessment of HR function. It indeed sets the way of transforming the HR systems and processes and enhances the alignment between HR and the organisation. HR audit identifies the strengths and the weaknesses in the HR systems, paving the way for potential improvement in design and implementation of HR.

Content

- HR as investment centre
- Multiple approaches to HR Audit and its organisational implications
- Understanding the Audit process
- Posing the right questions
- Data collection- The role of Qualitative and Quantitative data
- Data analysis- Qualitative and Quantitative methods

Pedagogy

The programme will use a mix of case studies, lecture sessions and exercises. Participants are encouraged to engage in active interaction through classroom discussions and presentations.

Target Audience

A mix of senior, middle and junior managers involved in HR policy design in organisation and having key decision making responsibilities.

Faculty

- Chandwani, Rajesh (Faculty Co-Chair)
E-mail: rajeshc@iima.ac.in
- Maheshwari, Sunil (Faculty Co-Chair)
E-mail: sunilm@iima.ac.in



Nominations and Inquiries

Nominations should reach the Officer - Executive Education latest by **February 22, 2017**. The last date for early bird discount is **February 15, 2017**.

Organisational sponsorship is generally required, but can be waived in case the participant is likely to gain significantly from the programme for personal improvement or greater job effectiveness.

All nominations are subject to review and approval by the programme faculty (usually after the due date for receiving nominations). A formal acceptance letter will be sent to selected nominees accordingly. Nominees are requested to make their travel plans only after receiving the acceptance letter.

For nomination forms and more information, please contact:

Officer - Executive Education

Indian Institute of Management, Ahmedabad
Vastrapur, Ahmedabad 380 015.

Phone: +91-79-6632 4472 to 77 and 4461 to 69

Fax: +91-79-2630 0352 (ExEd)/ 2630 6896 (General)

E-mail: exed@iima.ac.in

Website: www.iima.ac.in/exed

Venue and Accommodation

The programme will be held at the Indian Institute of Management, Ahmedabad. Participants would get a full board and air-conditioned single room accommodation on the Institute campus.

IIMA norms do not allow participants to have guests stay with them during the programme.

Programme Fee and Payment

INR 80,000 (+15% Service Tax) per person for participants from India and its equivalent in US Dollars for participants from other countries. The fee includes tuition fees, programme materials, boarding and lodging.

The programme fee should be received by the Executive Education Office latest by **February 22, 2017**. In case of cancellations, the fee will be refunded only if a request is received at least 15 days prior to the start of the programme. If a nomination is not accepted, the fee will be refunded to the person/ organisation concerned.



The programme fee can be paid in one of these three ways:

[A] Electronic Fund Transfer:

1. Name of Beneficiary:
Indian Institute of Management, Ahmedabad
2. Savings Bank A/c No. 9369EEP, YES Bank Limited, C. G. Road Branch, Ahmedabad
(IFSC: YESB0000007, SWIFT Code: YESBINBB)
3. Name of Remitter: _____ (Please mention the name of the sponsoring organisation)
4. Purpose of Remittance: **HR Auditing**
5. IIMA Permanent Account Number (PAN):
AAATI1247F
6. IIMA Tax Deduction Account Number (TAN):
AHMI00189A
7. IIMA Service Tax Registration Number:
AAATI1247FST001

After making the payment, please e-mail us the complete transaction details immediately so that we can link your remittance with your nomination.

[B] Payment Gateway

Please visit the IIMA website

(www.iima.ac.in/exed) for more information.

[C] Demand draft/ cheque payable at par at Ahmedabad

The cheque/ draft should be in favour of "**Indian Institute of Management, Ahmedabad**" and sent directly to Executive Education Office through courier or speed post.

Discount

Early Bird Discount: Nominations received with payments on or before **February 15, 2017** will be entitled to an early bird discount of 7%. Early submission of fee and nomination does not however guarantee acceptance of the application.

Group Discount: Any organisation sponsoring four or more participants will be entitled to a discount of 7% on the total fee payable provided that at least four participants actually attend the programme. Organisations can avail themselves of both the discounts subject to a maximum overall discount of 10%.

Any organisation sponsoring 25 or more participants across all the programmes in one academic year will be entitled to an overall discount of 15% on the programme fee payable.

The above discounts will be applicable only when the requisite numbers of participants actually attend the programmes.

Alumni Association

Participants who are attending short-duration Executive Education Programmes for the first time on or after April 1, 2012, will have to attend for a total of 21 days in one or more programmes in order to be eligible for alumni status and the alumni identity card, both of which will be awarded on the payment of a one-time alumni fee of INR 10,000.

Indian Institute of Management, Ahmedabad (IIMA)

IIMA was set up by the Government of India in collaboration with the Government of Gujarat and Indian industry as an autonomous institution in 1961. The Institute provides education, training, consulting and research facilities in management.

Major Programmes Offered by IIMA

- Two-Year Post-Graduate Programme in Management (equivalent to MBA)
- Two-Year Post-Graduate Programme in Food and Agribusiness Management (equivalent to MBA)
- Fellow Programme in Management (equivalent to Ph.D.)
- One-year Post-Graduate Programme in Management for Executives
- Executive Education Programmes (EEP) for industry, business, agricultural and rural sectors, and public systems covering education, health, transport and population
- Faculty Development Programme for teachers in universities and colleges

The Institute has about 97 faculty members working in the following management areas and sectors:

Disciplinary Areas and Groups

- Business Policy
- Communications
- Economics
- Finance and Accounting
- Human Resource Management
- Information Systems
- Marketing
- Organisational Behaviour
- Production and Quantitative Methods
- Public Systems Group

Interdisciplinary Centres

- Centre for Gender Equity, Diversity and Inclusivity
- Centre for Innovation, Incubation and Entrepreneurship
- Centre for Infrastructure Policy and Regulation
- Centre for Management in Agriculture
- Centre for Management of Health Services
- Centre for Retailing
- IIMA-Idea Telecom Centre of Excellence
- India Gold Policy Centre
- Insurance Research Centre
- Ravi J. Matthai Centre for Educational Innovation



Kasturbhai Lalbhai Management Development Centre (KLMDC) located on the IIMA main campus and the **International Management Development Centre (IMDC)** located on the new campus, provide an academic and learning environment for participants of the Executive Education Programmes. All rooms at KLMDC and IMDC are air-conditioned and have internet connectivity. They have separate dining halls, a reading lounge, classrooms and auditorium (with audio-visual and computer projection facilities), syndicate rooms and computer lab. The campus is Wi-Fi enabled. Recreation facilities exist for indoor and outdoor games (badminton, basketball, billiards, carrom, chess, cricket, football, squash, TT and volleyball). Participants can also take advantage of the Institute's library.



कार्यकारी शिक्षा कार्यक्रम
भारतीय प्रबंध संस्थान, अहमदाबाद

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