XLRI
Xavier School of Management
For the greater good

1949
EXCELLENCE & INTEGRITY



Top-notch HR education specially designed for working professionals

POSTGRADUATE CERTIFICATE IN HUMAN RESOURCE MANAGEMENT (PGCHRM)

Batch 40

AICTE APPROVED

Duration: 12 months

Live Online + In-Campus Immersion

INFORMATION BROCHURE

People are the heart of any organization. The Human Resource Management function has always been responsible for the healthy working of this heart. However, the efforts that go into doing this have increasingly become more challenging in terms of quantum as well as complexity. Modern businesses are supremely dynamic entities with constantly changing success parameters in rapidly changing scenarios. For HR professionals to become partners in writing organizational success stories, just basic HR competencies are not enough anymore.

Whether you are contemplating moving into an advanced high-growth career in Human Resource Management or you are already in an HR role, the most critical question to ask yourself is, "Do I have the knowledge and skills to be an HR changemaker at the modern workplace?"

The **'Postgraduate Certificate in Human Resource Management' (PGCHRM)** programme from XLRI offers an excellent opportunity for aspiring and existing HR practitioners to obtain top-notch, modern, industry-relevant HR Management education from XLRI Jamshedpur while continuing in their current jobs and preoccupations, thus laying the foundation for becoming HR changemakers and getting ready to shoulder larger responsibilities.

About the PGCHRM Programme

XLRI's reputation as an institute for superlative HR education is unparalleled. The 'Postgraduate Certificate in Human Resource Management' (PGCHRM) programme is a 12-month course delivered by XLRI in the live online mode, which means participants can log on to the live video lectures from their devices, irrespective of their location. These lectures are held twice a week in the evening, each lecture lasting about 3 hours.

Through a thoughtfully designed curriculum, the programme imparts classical as well as contemporary knowledge that is critical for HR professionals, and prepares them to take on advanced HR responsibilities in organizations across sectors. Equipped with top-notch HR domain knowledge and confidence, participants have advanced their careers within and outside their organizations.

The course is taught by multiple distinguished faculty of XLRI who ensure rigorous coverage of topics. Despite being a live online programme, it has ample opportunities for rich interactions with peers from different locations and industries. The 5-day campus module is an excellent opportunity for participants to interact face-to-face with faculty as well as peers.

About XLRI

Established in 1949, XLRI is the oldest management school in India. Over the years XLRI has developed its own distinct identity. The hallmark of this identity is, not to walk on the beaten path, but to strike new routes; not to benchmark, but to be benchmarked; to be second to none, but to be the first to respond to the needs of the people and the nation; taking up tasks that are bold, but necessary, that which nobody has hitherto taken up. Today XLRI is ranked among the top business schools in the country and Asia.

In 2002, XLRI introduced Virtual Interactive Learning (Online Learning/Distance Learning/Part Time Management Programme) as a unique academic methodology that gives working professionals an opportunity to undertake continuing management education without having to take a break from their careers. XLRI is committed to delivering high quality management education and is constantly experimenting with innovation pedagogy to this end.





PGCHRM Programme Highlights

- Top-notch one-year HR Management programme with rigorous coverage in tune with industry needs
- Programme approved by the All India Council for Technical Education (AICTE)
- Programme designed and delivered by XLRI Jamshedpur—one of the topmost B-schools of India with a glorious history of pioneering Labour Relations education in India as well as live Virtual Interactive Learning (VIL) Executive Programmes
- Specially designed programme in live online format to suit the busy schedules of working professionals; participants can log on to the live lectures on their devices from anywhere
- Widely valued and recognized by Industry
- Provides enriching opportunities for peer-to-peer interaction as the programme brings together an experienced set of professionals representing diverse industries and profiles
- Excellent learning and face-to-face interaction opportunities with faculty as well as peers during the 5-day campus module at the prestigious and serene XLRI campus at Jamshedpur (Jharkhand)
- XLRI Certificate and XLRI Alumni status on successful completion
- Prepares participants for larger responsibilities and leadership roles
- 10,000+ working professionals have benefitted from the programme, advancing their careers within and outside their organisations

Programme Modules

1 Fundamentals of Business Economics
2 Foundations of Human Resource Management
3 Foundations of Industrial Relations
4 Individual Behaviour in Organizations
5 Human Resource Planning & Acquisition
6 Laws of Employee Relations & Workplace Discipline
7 Principles of Marketing
8 Foundations of Organizational Strategy
9 Operations & Project Management for HRM
10 Accounting & Finance for HR
11 Training & Development
12 Performance Appraisal & Management
13 Employee Compensation Systems
14 Group Behaviour in Organizations
15 Competency-Based Human Resource Management
16 Organisation Structure, Design and Change
17 Laws of Wages and Social Security
18 Strategic Human Resource Management
19 Digital Transformation
20 Human Resource Analytics
21 Organizational Change & Development



Pedagogy

12 months of intensive learning on *VCNow's* live online virtual learning platform plus a few days of face-to-face learning and interaction at the XLRI Jamshedpur campus

- Project work
- Lecture Series
- Case methods
- Group work
- Term papers
- Assignments and Dissertation

Programme Delivery

Classroom sessions will be delivered on the interactive learning platform of *VCNow* twice a week.

Participants can access the live sessions through their laptop or desktop (Direct to Device Mode). Access through smartphone or tablets is not permitted.

Evaluation Methodology

The examination and evaluation required for certification shall be carried out by XLRI Jamshedpur.

- Evaluation Methodology includes Written Tests, Assignments, Online Examination, Quizzes, etc.
- Evaluation method to be chosen by faculty members teaching respective courses.
- Examination papers to be set and evaluated by XLRI.



Programme Duration:

12 Months

Programme Schedule:

Saturday 6:30 PM–9:30 PM

Sunday 3:00 PM–6:00 PM

Admission Criteria:

Academic Record and SOP

Years and quality of work experience

In-Campus Module

The participants are expected to stay in the campus for 5 days of intensive campus learning and group learning sessions

Eligibility

Graduation from a recognized university, at least 12 months of work experience after completing graduation.

Who Should Attend

Participants who are in early to mid-career HR position (or professionals aiming to transition to the HR funtion) with at least 12 months of work experience

In-campus Module

A 5 day in-campus session will be conducted at XLRI Jamshedpur. Attendance to the In-Campus module is MANDATORY for all participants. The dates for the campus session will be announced during the programme inauguration.



Fee Structure & Discount Policy

All Fees are payable directly to XLRI

Application Fee (Non-Refundable)	INR 2,500 (All inclusive)
Programme Fee (Non-Refundable)	INR 4,00,000 (All inclusive)

Discount Policy

- Corporate Discount- Applicable only for 3 or more nominations



Installment Structure

Registration	At time of registration	₹2,500/-
Installment I	Within 7 days of selection	₹40,000/-
Installment II	January 7, 2027	₹90,000/-
Installment III	March 7, 2027	₹90,000/-
Installment IV	May 7, 2027	₹90,000/-
Installment V	July 7, 2027	₹90,000/-

* *All Inclusive*

Important Dates

Application closure date	30th November 2026
Date of first installment	Within 7 days of selection
Induction date	13th December 2026, Sunday
Date for 1st session	20th December 2026, Sunday

Note: All dates and programme content subject to change as per sole discretion of the institute



Certificate and Alumni status

- Students will be conferred with Postgraduate Certificate in Human Resource Management (PGCHRM) directly by XLRI Jamshedpur, once they successfully meet all certification criteria.
- Students will be bestowed with the coveted XLRI Alumni status.

Sample Certificate


XLRI
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XL-123456

XLRI Hologram

Virtual Interactive Learning

This is to certify that
<Name>
has successfully completed all the requirement of the One-year programme of studies in
<Program Name>
during <Duration in year> and is awarded the
Postgraduate Certificate in <Program Name>
with all the rights and privileges accorded to it
Given on the <Date of award> at XLRI, Jamshedpur

Dean

DIRECTOR



About VCNow

XLRI has partnered with *VCNow*—a premier Executive Education enabler—for the delivery of this programme. The academic aspects of the programme including certification will be administered by XLRI Jamshedpur. *VCNow* will enable the technology platform for programme delivery, and act as a facilitator between the participants and the institute so that the learning experience is seamless, enriching and enjoyable.

VCNow is trusted by India's premier B-Schools as well as thousands of working professionals who have benefitted from various career-enhancing executive education programmes . *VCNow* is also the largest infrastructure based HD-videoconference service provider of India. Its countrywide network of 60+ virtual classroom studios spread across 30 cities, extends the interactive live learning experience from the four walls of institute classrooms to neighbourhoods across the country. Its online learning platform, in the Direct-to-Device (D2D) mode, extends the reach further, making interactive live learning possible on any connected device anywhere.

VCNow is a brand owned by Unified Collaboration Services LLP.

For applying to the PGCHRM programme, click the **APPLY NOW button** below or copy-paste the website address on your browser bar. If you have any queries about the programme or need assistance for application, contact our team of academic advisors on: **(+91) 89290 11371**

APPLY NOW

For additional support & queries, please reach out to the Programme Manager **Mr. Somak Ray** on

✉ **somak.ray@vcnow.in** 📱 **+91 7003171703**

PROGRAMME PARTNER

vcnow EXECUTIVE EDUCATION