

**MASTER IN HUMAN RESOURCE  
DEVELOPMENT (MHRD)**  
**TWO YEARS FULL TIME PROGRAM**  
**2020-2022**

Jamnalal Bajaj Institute of Management  
Studies (Autonomous)  
University of Mumbai



July 2020

## Prescript

- During the last 25 -30 years there have been revolutionary changes in the enterprises world-wide. The products, the people, the business model, organizational lifestyle, societal transformation have created a different world of opportunities and complexities, driving mankind continuously in search of yet another step towards, fulfilling yet another set of needs“.
- Addressing “ Nothing is permanent but Change” as People are changing and will continue to change, technologies are changing and will continue to change, society is changing and will continue to change and processes of doing business are changing and will continue to change.
- Businesses are continuously in search of professionals for understanding the new organization and changing needs of people. Corporate world is in search MHRD of innovative HR professionals who can change the context of the organization, people and contribute to nation building.
- This requires a different kind of “Sanskar” the mind-set, technical as well as behavioural competencies and value systems.
- With setting up of new HR management course in JBIMS, we are committed to create new generation of HR professionals who can be the Change Leaders and Change Management Catalysts.

## Overview:

- Jamnalal Bajaj Institute of Management Studies, offers 2-year full time Master degree program “**Master in Human Resource Development (MHRD)**”. The program is designed for aspirants with a strong desire to specialize in Human Resource Management. It focuses on developing HR leaders integrated with the Business as Partners. The program offers an extensive curriculum which includes a series of courses in various areas of Management apart from HR courses. These are multidisciplinary courses which are important for Strategic planning and Decision making.

The major HR thrust areas are Talent Attraction, Compensation Administration, Human Resource Management, Performance Management, Welfare and Industrial Relations & Labour laws, Human Resources Information Systems, Learning and Development.

## We Promise & Are Committed To

- Grooming younger generation, to create, sustain and develop business and non-business organizations of today and tomorrow through people, develop professionals as Change Accelerators and Managers, focusing on need of the **Contemporary Organizations** and **NATION BUILDING** as the core of the program.

- With this background, JBIMS has set up a separate course specialising in Human Resource Development, MHRD in the year 2019.

### Our Uniqueness

- ❖ Preparing for today and tomorrow
- ❖ Preparing Value driven HR professionals as organizational change facilitator - Context is Nation Building
- ❖ Focussing on
  - Knowledge Enhancement
  - Application Exposure
- ❖ Innovative Learning System
- ❖ Be in the Learning Environment for 12 hours a day
- ❖ Focussed on Research and Filed projects
- ❖ Mentoring on continual basis
- ❖ Partnering with industry

### Lecture Schedule

Time Slot Suggested	Description
7.30 am to 8.00 am	Yoga
8.00 am to 9.30 am	Lecture 1
9.30 am to 10.00 am	BREAK
10.00 am to 11.30 am	Lecture 1 continued
11.30 am to 12.00 noon	BREAK
12.00 noon to 3.00 pm	Lecture 2

Orientation “Who am I” – 1 week	
Semester I – August to November	Semester II – December to March
Semester III – July to November	Semester IV – December to March

Summer Project: April and May after Year 1

### **ADMISSION PROCEDURE FOR MASTER IN HUMAN RESOURCE DEVELOPMENT (MHRD)**

#### **The method:**

The desiring candidates having bachelor’s degree (minimum three years) in any faculty will apply on the portal of the institute for admission to Master in Human Resource Development (MHRD) Program. Only complete and **consistent** applications will be considered for admission.

**The cut-off for Past Academic Record is as follows:**

Category	Percentage of Marks in 10 <sup>th</sup> Standard SSC or equivalent	Percentage of Marks in 12 <sup>th</sup> Standard HSSC or equivalent
General	60% or above	60% or above
Reserved	55% or above	55% or above

The candidate should have passed minimum Three-year Duration Bachelor's Degree awarded by any of the Universities recognised by University Grants Commission or Association of Indian Universities in any discipline with at least 50% marks in aggregate or equivalent (at least 45% in case of candidates of backward class categories or its equivalent);

OR

Appeared for the final year examination of any Bachelor's degree to be awarded by any of the Universities recognised by University Grants Commission or Association of Indian Universities in any discipline.

The candidates themselves should make note of the above cited criteria.

The admission procedure consists of Written Test and In Person Assessment

The applicants will have to appear for a Written Test (WT) and In Person Assessment (IPA) that includes Written Aptitude Test (WAT), Group Activity (GA) And Personal Interview (PI).

The Total Score is made up of Written test and In-Person Assessment (IPA) Score.

The written test will consist of 100 items of 1 mark each. The hundred items will be multiple choice items where correct / students' responses will be scored as 1 depending upon the correct and desirous choice.

100 items will include

1. 20 Items for Numerical Ability
2. 20 Items for General and Business Environment Awareness
3. 20 Items for Human Behaviour Aspect
4. 20 Items for Group Dynamics
5. 20 Items for Individual Behaviour

The written test scores will have 0.25 negative marking for wrong answer in the Numerical ability and General and Business environment awareness sections. The other three sections will not have any negative marking.

The Written aptitude test will be evaluated for 10 marks. A 300-word essay on “Statement of Purpose (SoP)” and pledge for joining the course.

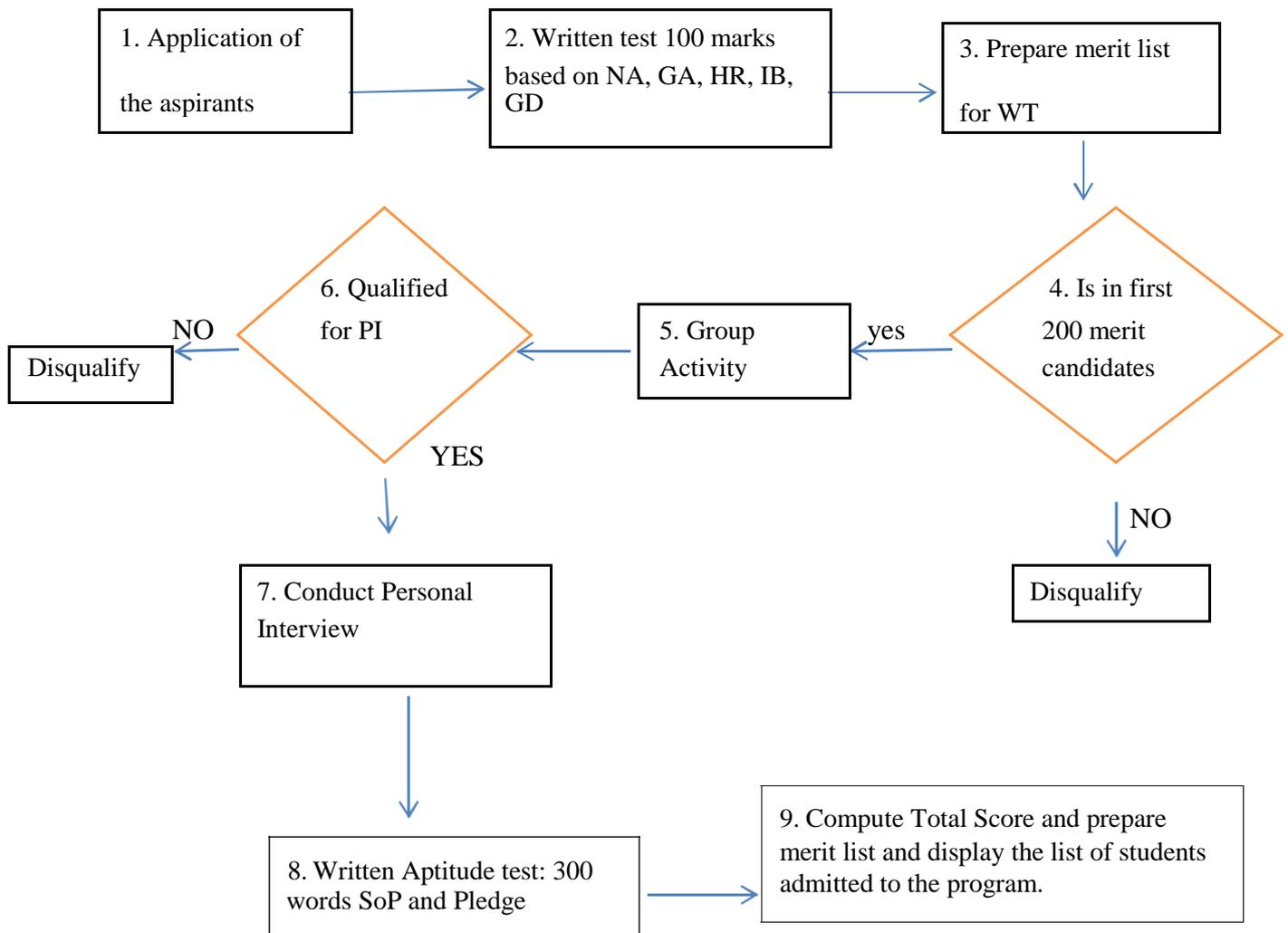
The Group Activity will be conducted in a group of 10-12 where behaviour in the group show casing- leadership, communication, interest in the group activity, initiative, logical reasoning/ sequencing will be assessed for 40 marks.

Personal Interviews will be carrying 50 marks and every individual will appear for after qualifying in Group Activity.

All the students who have applied for admission to MHRD program will appear for written test. Written test will be conducted Online.

To qualify for In Person Assessment, candidate must score Minimum 50 Marks for Open Category and 45 Marks for Reserved Category. Depending upon the scores of written test, a merit list of students will be computed.

Around 200 students with top merit will be considered for In Person Assessment. The candidates will undergo group activity. Those who clear group activity will go for Personal Interviews and Written Aptitude Test.



### **Allotment Logic and Different Seat Categories:**

There are 20 seats for MHRD program. 50% reservations apply. Ten seats are available for Open Category and ten seats are available for reserved for backward category in Maharashtra only.

#### **Backward Class Candidates**

The backward class reservation seats are allotted to **Only Maharashtra domiciled candidates with valid documents. The seats will be allocated as per the following category and reservations.**

Category	Percentage	Seats
SC	13	2
ST	7	1
VJNT	3	1
NTB	2.5	1
NTC	3.5	1
NTD	2	1
OBC	19	3
SUB TOTAL	50	10
OPEN	50	10
Total seats	100	20

There are no seats reserved for Non-Resident Indians (NRI), Persons of Indian Origin (PIO), Children of Indian Workers in Gulf Countries (CIWGS) and Foreign National.

In case of Tie (Same Total Score)

In case of two or more candidates obtaining equal Total Scores, the ties will be broken by observing the scores in the following order

1. Personal Interview Score
2. Group Activity Score
3. Written Ability Test Score
4. Marks at HSC or equivalent
5. Marks at SSC or Equivalent

#### **Documents required:**

Students will upload the original documents for verification at the time of registration procedure along with the Photo ID provided by Government of India.

- a. 10th standard certificate and mark sheet

- b. 10+2 standard certificate and mark sheet
- c. Degree, passing certificate and mark sheets of all years
- d. Birth certificate/Domicile certificate in case of students applied in reserve category
- e. Caste certificate, caste/tribe validity certificate, non-creamy layer certificate wherever applicable issued by the competent authority (Maharashtra Only)
- f. Photo ID card provided by Government of India.
- g. Work Experience Certificates (If any)
- h. Certificates of Co-Curricular and Extra-Curricular Activities Undertaken

**It is the responsibility of the candidate to understand the eligibility criteria and requirement for claiming the reservation seat and produce the relevant documents.**

**Note:**

- Candidates without relevant document will not be considered for the admission and requests of such candidates regarding reconsideration will not be entertained under any circumstances.
- Candidates reporting late for the admission or candidate, who remain absent, will not be considered for the allotment process in the subsequent rounds if any and requests of such candidates regarding reconsideration will not be entertained under any circumstances.
- The candidates appearing for the qualifying examination-

Candidates appeared for final year examination fulfilling the remaining eligibility criteria will be offered provisional admission subject to the condition that they will pass the examination with the required percentage of marks on or before September of that year. If the candidate is failed and applied for revaluation of the result in such cases the admission to such candidate will be given on provisional basis subject to the condition that candidate will pass the examination with the required percentage of marks on or before September of that year. Undertaking from such candidate shall be taken for forfeiting the right of admission and fees paid in case of not securing required percentage of marks in qualifying examination. In case, the candidate fails to produce the results of the final year examination on or before September of that year, then admission offered to such candidate automatically is cancelled and the fees (tuition, development and other fees) paid by the candidate of the academic year 2020-21 will be forfeited.

- Total fees of Rs.3,50,000/ per annum** to be paid at the time of admission. Full fees need to be paid in case of reserved category candidates if the Government does not reimburse the fees as JBIMS is autonomous institute

**Rules of Cancellation:**

The rules of cancellations are applicable as per the University of Mumbai Ordinance O.3574 relating to the refund of tuition fees etc. in respect of post graduate courses.

In case of seats not filled, second merit list will be displayed.

Admission Committee of JBIMS is the final Authority in deciding any matter regarding Admission.

**Discipline during the study period.**

The students will have to sign undertaking that they will attend all the classes, take part in activities, workshops and seminar and conferences organized by the institute. He/She will follow all rules and regulations of the institute. In case of any indiscipline appropriate action will be initiated and will be binding on the student. Students will not damage any furniture, fixture, and infrastructure of the institute. In case of the damage the institute will recover it form the students.