



DWARAKA DOSS GOVERDHAN DOSS VAISHNAV COLLEGE

(Autonomous)

Re-Accredited By NAAC with A++ grade (3rd cycle)

College with Potential for Excellence

(Linguistic Minority Institution)

Affiliated to University of Madras



PG DEPARTMENT OF HUMAN RESOURCE MANAGEMENT PROSPECTUS

2025-2027



ABOUT THE COLLEGE



Dwaraka Doss Goverdhan Doss Vaishnav College (Autonomous), established in 1964 and affiliated with the University of Madras, is a premier institution renowned for its core values of duty, discipline, and dignity. The college is a testament to academic excellence and holistic development, accredited with an 'A++' grade by the National Assessment and Accreditation Council in 2022. Offering 30 undergraduate, 18 postgraduate, 6 M.Phil., and 5 Ph.D. programs. The institution is celebrated for its state-of-the-art infrastructure, distinguished faculty, and vibrant campus life, fostering an environment of intellectual growth and innovation. Its focus on nurturing talent, research, and overall development ensures a well-rounded academic journey the college has cemented its reputation as a transformative educational hub.



ABOUT THE DEPARTMENT



The Post Graduate Department of Human Resource Management, established in 2008, offers a dynamic two-year program blending theoretical insights with practical learning. Designed to equip students to meet industry demands. With a curriculum that emphasizes both academic excellence and real-world application, the program nurtures well-rounded professionals. The department is committed to fostering personal and professional growth through diverse activities, workshops, and skill-building sessions. Students benefit from an enriching environment that encourages critical thinking, leadership, and adaptability. By integrating academic rigor with experiential learning, the program aims to create future-ready HR professionals

INTERNATIONAL STUDY TOUR



The international study tour is a distinctive feature that provides students with invaluable insights into cross-cultural intricacies, diverse HR industry practices, and global work cultures. Countries visited in previous years include China, Singapore, Dubai, Malaysia, Thailand, and Japan, offering exposure to international business environments and potential job opportunities abroad.

The program allows students to explore world-class industries and understand their operations firsthand. Visits to renowned companies like BMW, IBM, Panasonic, Hyundai, GE, Tata-Nanjing, CTS, TCS, and Yakult have enriched students with practical knowledge and networking opportunities. This experience not only broadens their global perspective but also equips them to thrive in multinational environments. The study tour integrates academic learning with real-world exposure, making it a transformative journey for aspiring HR professionals.



INTERNSHIPS

Internships are a vital component of the learning journey, providing students with professional experiences that align with their field of study or career aspirations. They serve as a platform for career exploration, skill development, and practical application of academic knowledge. Students gain firsthand exposure to the workplace, enabling them to build competencies and understand industry expectations. As part of the curriculum, every student must complete two internships spanning the service and manufacturing sectors, ensuring a well-rounded industry experience. Additionally, a summer internship program, pan-India enhances geographical and cultural adaptability while deepening industry knowledge. This structured approach equips students with the expertise and confidence to excel in dynamic professional environments.



DHRONA- Mentorship Programme



DHRONA is a comprehensive mentorship program designed to foster personal and professional growth through one-on-one relationships between students and industry-leading HR professionals. This initiative bridges the gap between academic learning and real-world HR practices, creating a platform for holistic development. Through value-based education and professional training, students enhance their HR competencies, conceptual understanding, and experiential learning. The program emphasizes alignment with institutional and industry standards, ensuring students are prepared to meet dynamic workplace demands. By connecting HR aspirants with seasoned professionals, DHRONA cultivates a robust network that facilitates knowledge exchange and career guidance. It also instills a sense of integrity and commitment, empowering students to excel as future HR leaders.

TANTHRA



TANTHRA (Training Association and Network Towards Human Resource Advancement) is the flagship event of the Postgraduate Department of Human Resource Management, serving as a premier forum for HR professionals to discuss and analyze current trends and practices. This annual event provides a unique platform for students to showcase their skills and talent to the HR fraternity, bridging academia and industry. Widely acclaimed for its impact, TANTHRA allows students to demonstrate their proficiency in event management, organizing, resource mobilization, and accountability. It also hones public speaking abilities and fosters connections with prospective mentors. Through this event, students gain hands-on experience and valuable exposure to real-world HR practices, making TANTHRA a cornerstone of professional and personal growth for HR aspirants.

HRD – STUDENT FORUM



The HRD Student Forum is an interactive platform dedicated to enhancing the management skills and HR knowledge of MA HRM students while fostering leadership qualities. The forum conducts a range of activities, including guest lectures, webinars, workshops, and certification programs, designed to provide students with a comprehensive learning experience. By inviting resource persons from the HR industry, the forum offers valuable insights and firsthand accounts of professional practices. This initiative aims to bridge the gap between academic theories and real-world applications, preparing students for dynamic careers as HR professionals. Through its diverse activities, the HRD Student Forum equips students with the skills, exposure, and confidence to excel in their future endeavors.

LEADERSHIP DEVELOPMENT PROGRAMME



The Leadership Development Program includes an annual outbound training initiative designed to cultivate essential leadership skills among students, preparing them to excel as managers and team leaders. The program focuses on identifying individual leadership traits and enhancing managerial qualities, critical thinking, and strategic decision-making abilities. It emphasizes building healthy relationships, teamwork, confidence, and risk-taking while also fostering the ability to offer and receive constructive feedback. Through activities that analyze strengths and weaknesses, students develop a comprehensive understanding of their leadership potential. This program equips participants with the skills and mindset necessary to navigate challenges and succeed as leaders in diverse industries.

URBAN OUTREACH PROGRAMME



The Urban Outreach Program is a key initiative that emphasizes the importance of social responsibility, accountability, and skill development, essential qualities for aspiring Human Resource professionals. As part of the curriculum, students actively engage in impactful activities such as skill development workshops, women empowerment initiatives, and community upliftment measures. This hands-on experience enables students to develop empathy, a vital trait for effective leadership. By working closely with diverse communities, they gain practical insights into societal challenges and learn to address them with innovative solutions. The program fosters a sense of accountability and prepares students to lead with compassion, making them well-rounded and socially conscious HR professionals.



CERTIFICATION PROGRAMMES

NEURO LINGUISTIC PROGRAMME



The department, in collaboration with the Madras Management Association (MMA), organizes a specialized certification program aimed at fostering personal development, effective communication, and psychotherapy skills through proven methodologies. This program aligns seamlessly with the leadership training experiences provided to students, enhancing their ability to lead with confidence and empathy. By integrating these skills into the curriculum, the certification empowers students with advanced techniques that are highly valued in professional environments, ensuring they are well-prepared to navigate complex interpersonal dynamics in their HR careers.

HR ANALYTICS

This certification program is designed to equip students with the skills to source, analyze, and visualize HR data effectively, enabling them to make informed decisions and strategic recommendations. It focuses on enhancing analytical acumen by applying data-driven insights to address common HR challenges, including talent acquisition, workforce engagement, retention management, and diversity evaluation. Through practical applications and rigorous analysis, the program empowers students to tackle real-world HR issues with precision. By fostering a strategic and systematic approach to HR analytics, the certification prepares students to excel in this critical domain, ensuring they are industry-ready and capable of driving organizational success.



NATIONAL CONFERENCES



Each year, students participate in conferences that bring together HR professionals, practitioners, experts, and enthusiasts to explore the latest trends, best practices, and advancements in human resources. These events provide a platform for students to engage in meaningful discussions, share ideas, and learn from industry leaders. Attending these conferences enhances their understanding of emerging technologies and innovative practices, giving them a competitive edge in the field. Additionally, these gatherings offer valuable networking opportunities, enabling students to connect with HR professionals and mentors who can guide their career growth. This exposure equips them with the knowledge and connections needed to excel as future HR leaders.

CURRICULUM

Semester I

- Learning & Development
- Labour Laws Relating to Industrial Relations and Social Security
- Fundamentals of HRM
- Organisational Counselling / Workplace ergonomics
- Soft Skill - I
- Service Sector Internship

Semester II

- Industrial Relations and Employee Welfare
- Organisational Behaviour
- Performance Management System
- Human Resource & Compensation Management
- Total Quality Management / Entrepreneurship in Business HRM
- Manufacturing Internship
- Soft Skills - II

Semester III

- Research Methodology
- Labour Laws relating to Working and Service Conditions
- Corporate Social Responsibility
- Organisational Soft Skill
- AI in HR Practices
- Soft Skill
- Summer Internship
- Professional Values and Etiquettes for HR Managers

Semester IV

- Organizational Development
- Human Resource Development
- Global and Strategic HRM
- Project
- Soft Skills

PLACEMENTS



The Placement Cell serves as a vital link between students and the corporate world, dedicated to creating promising career opportunities. Collaborating closely with the college's centralized placement cell and esteemed companies, the team organizes campus interviews and ensures a seamless placement process. Over the years, the steadily increasing number of students securing placements highlights the department's commitment to their professional success. The Placement Cell offers unwavering support and guidance to help students achieve their career aspirations. With a legacy of alumni making significant contributions to the corporate world and setting benchmarks of excellence, the Placement Cell continues to empower students to reach new professional heights.

HRD STUDENT FORUM ACTIVITIES



The HRD Student Forum is an active body that organizes diverse activities to foster student engagement and growth. Starting with a vibrant Fresher's Day, they celebrate International Yoga Day and contribute to student welfare by introducing initiatives like a new weighing machine. They also conduct quizzes on Human Rights Day and the International Day of Persons with Disabilities, promoting awareness and inclusivity.



ELIGIBILITY CRITERIA

- A candidate who has passed bachelor's degree in any discipline (Arts/Science/Commerce/Engineering/Medical/ParaMedical/ Other Degrees) from University of Madras or from other university, accepted by the Syndicate as equivalent thereto, is eligible for admission to this course.
- Admission is processed on the basis of CGPA obtained at under graduation level, entrance test, group discussion and personal interview conducted by the Department.
- Professionals with work experience are also invited to apply.
- Candidates can apply and pay online by visiting the college website

CONTACT



ADDRESS

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