



Tata Institute of Social Sciences

Mumbai

The Tata Institute of Social Sciences (TISS) was established in 1936 and was recognized as a Deemed-to-be University under Section 3 of the University Grants Commission Act (UGC) of 1956 in 1966. Since its inception, TISS has aimed to be an institution of excellence in higher education, continually adapting to evolving social realities through the development and application of knowledge. The Institute envisions creating a people-centered, ecologically sustainable, and just society that upholds dignity, equality, social justice, and human rights for all.

TISS plays a pivotal role in policy design, advocacy, and action across various facets of social welfare and rural development. With campuses in Mumbai, Tuljapur, Guwahati, and Hyderabad, the Institute collaborates with governments, corporations, international agencies, universities, and NGOs. It provides strategic insights for development, particularly for vulnerable and marginalized populations, and supports the design of sustainable plans and programs.

M.A. in Human Resources Management and Labour Relations

About the Programme

The Master of Arts in Human Resources Management & Labour Relations (HRM & LR) programme is designed to cultivate professionally competent and socially aware management graduates, preparing them to meet the challenges of the corporate world. This programme covers essential aspects of contemporary human resource management while providing a thorough understanding of key management and business functions.

Programme Highlights

Comprehensive Curriculum: Explore critical areas of human resources management and gain a deep understanding of management and business functions.

Expert Faculty: Learn from experienced faculty members with extensive industry and academic backgrounds.

Practical Experience: Engage in real-world projects and fieldwork to apply theoretical knowledge.

Research Opportunities: Undertake a research dissertation on a topic of student's choice, refining analytical skills and contributing to advancements in the field.

Global Perspective: Gain insights into international HR practices and global business challenges from Alumni abroad.

Community Involvement: Participate in community activities through rural immersion and NGO placement, enhancing practical experience and understanding of social impact.

Programme Objectives

Enhance Awareness: Develop a nuanced awareness of the social, political, economic, and ecological environments impacting businesses.

Develop Leadership: Acquire skills to become effective business leaders and decision-makers, contributing to organizational success.

Promote Systems Thinking: Learn to approach challenges with a systems thinking mindset, addressing complex personal and organizational issues.

Foster a Global Perspective: Build a global outlook to navigate international business and HR challenges.

Understand HR Systems: Gain an in-depth understanding of HR systems and their role in enhancing organizational efficiency and employee performance.

Instil Core Values: Embrace honesty, justice, and fairness in all professional endeavours.

Course Curriculum Distribution of Credit Hours

Year	Course Category	Credits
First	Basic Course	4
	Core Courses (Multi-Disciplinary Course)	22
	Research Course	4
	Skill Based Course	4
	Fieldwork	12
	Thematic (Choice-Based Credit System)	4
Second	Core Courses (Multi-Disciplinary Course)	14
	Environment Related Course	2
	Thematic/Disciplinary Elective	6
	Skill Based Course	2
	Fieldwork	12
	Dissertation (Stage 1 & 2)	6
Total Credits		92

SEMESTER WISE LISTING OF COURSES*

Semester I

Bridge Course
Foundation Course
Quantitative Research
Qualitative Research
Management of Human Resources
Industrial Relations & Trade Unions
Labour Law I
Organisational Behaviour: Individual in the organisation
Organisation Theory and Design
Managerial Communication (Non-credited)
Fieldwork
Interaction with HR Heads
Round Table Discussion on Fieldwork followed by Industrial Visits
Understanding Self and Facilitating Relationships
Rural Immersion

Semester III

Marketing and Sales Management
Change Management
Labour Law 2
Decent Work and Sustainability
Moral Leadership
Digital Human Resource Management & HR Analytics
Business Environment and Strategic Management
Human Resource Management in International Settings
Advanced Learning and Development
Labour Administration
Employer Branding
HR Entrepreneurship and Consulting in HR
Mental Health and Well-Being at Work
Fieldwork
Assessment Center
Dissertation Stage I

Semester II

Financial Management
Labour Economics
Organisational Behaviour: Group in the Organisation
Performance Management and Development
Learning and Development
Reward Management
Employee Resourcing and Selection (Psychometrics)
Operations Management
Fieldwork
Elective Foundation Course
Open Elective Course
Development Center

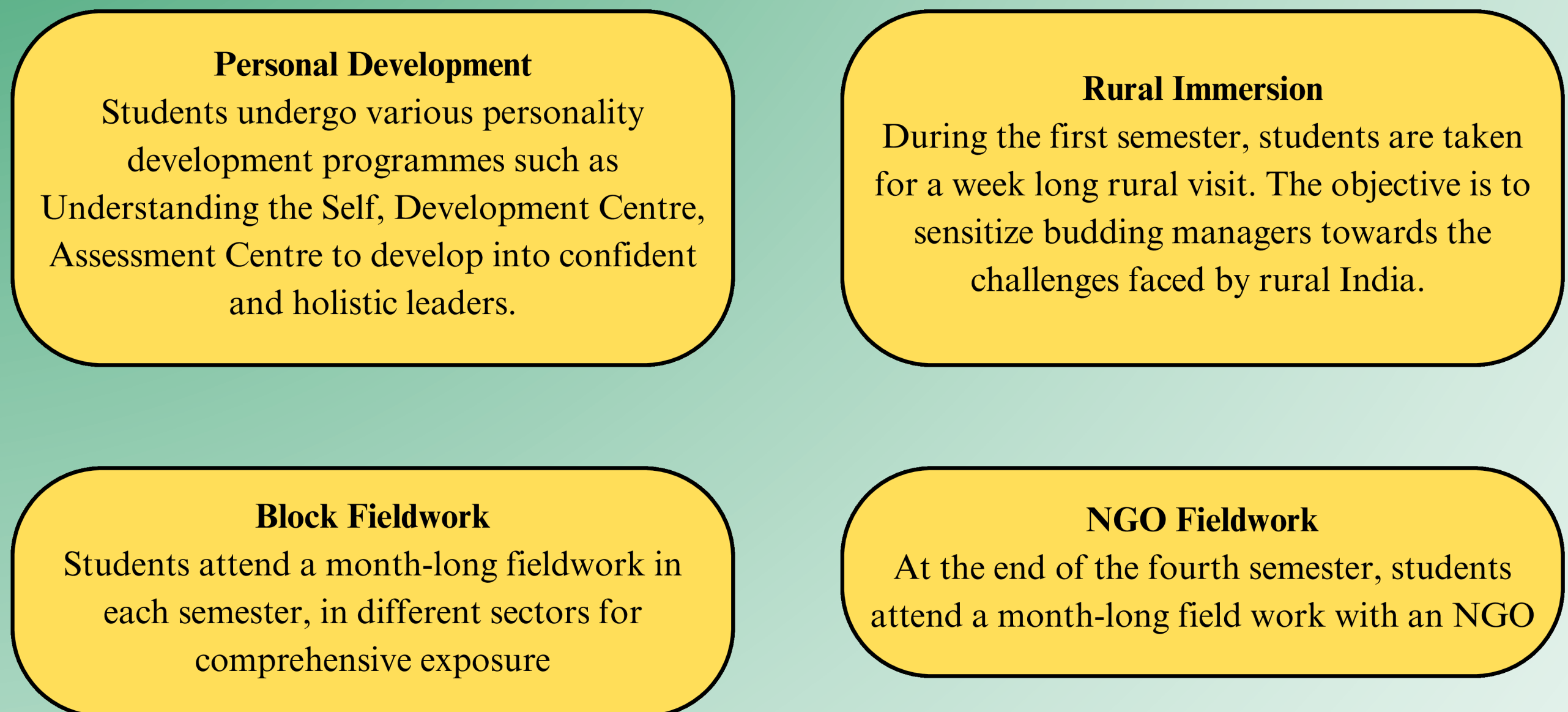
Semester IV

Corporate Governance and Business Ethics
Organisation Development
Organisation Economics
Conflict Management and Negotiations
HRM and IR in Service Organisations
Comparative Industrial Relations
Talent Management
Executive Compensation and Taxation
Diversity, Equity, Inclusion and Belongingness
Psychometrics Artificial Intelligence and HRM
Fieldwork
Dissertation Stage 2
NGO Block Field Work

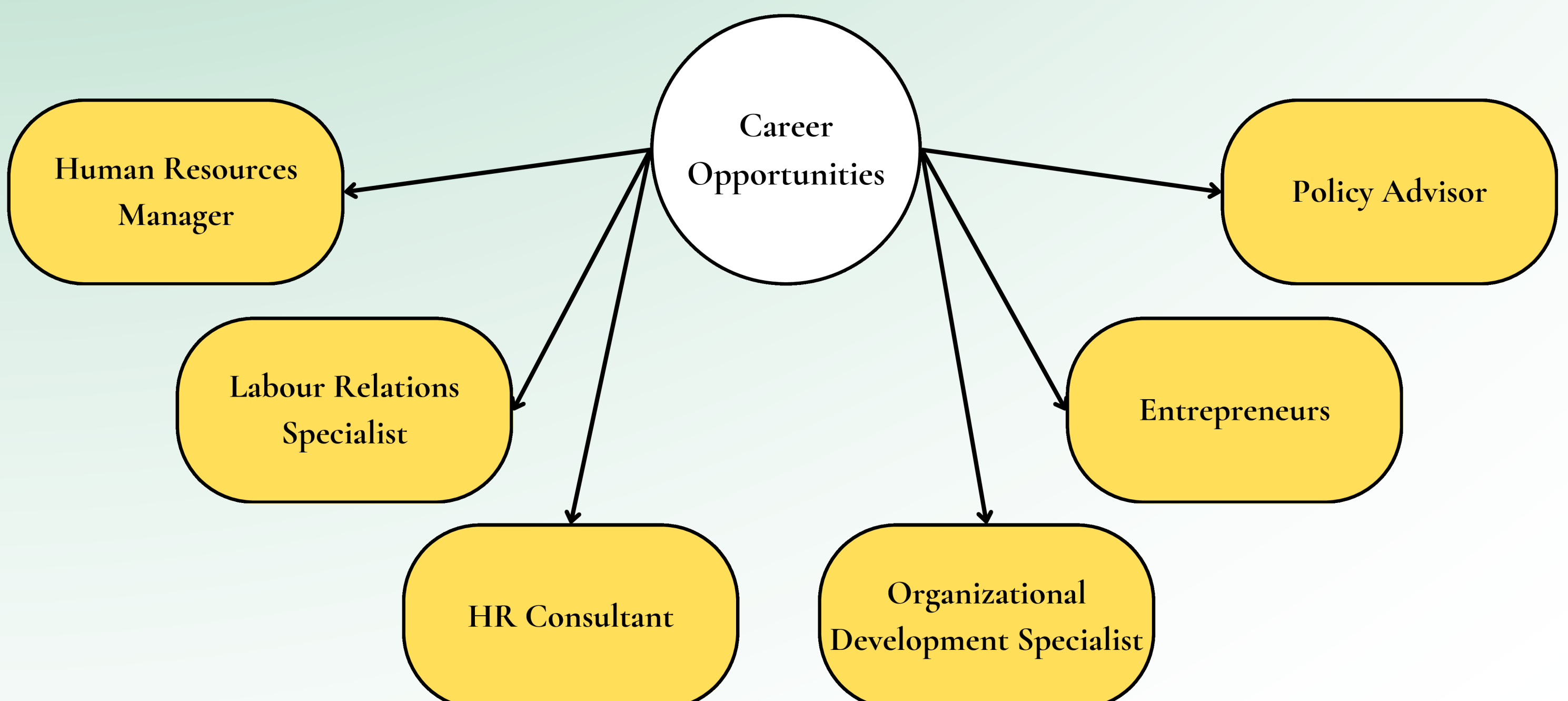
*Subject to the approval of Academic Council

Fieldwork programme is an integral part of the HRM & LR curriculum and provides opportunities for students to reflect, apply and integrate acquired skills to work situations in field work organizations. It thereby serves as an interface between theory and practice. The HRM & LR students are placed in four different organizations, representing different industry sectors, during the two-year duration of their programme.

The programme comprises following unique features:



The students are expected to record their learnings and compare actual business practices with theory. Focus group discussions as well as individualized feedback sessions are conducted on a weekly basis with a faculty mentor. In effect, at the end of two years, along with the academic rigour, the programme is augmented with research, fieldwork, summer internship, resulting in a diverse work profile and in-depth learning.



Why Choose Us?

Innovative Learning Environment: Experience a dynamic, forward-thinking educational setting that fosters creativity and critical thinking.

Rich Legacy: Join an institution with a long-standing tradition of excellence in education and impactful contributions to the field.

Strong Industry Connections: Benefit from partnerships with leading organizations and agencies for practical experience and valuable networking opportunities.

Supportive Academic Community: Thrive in a collaborative and inclusive environment that prioritizes personal and professional development through mentorship, peer support, and open communication.

Field Work: Gain practical experience through extensive fieldwork that complements classroom learning and enhances your understanding of real-world applications.

Exposure to Diverse Facets: Develop competencies and prepare for professional challenges by engaging with various facets of the field, ensuring a well-rounded and versatile skill set.

Strong Alumni Network: Leverage a robust alumni network ready to support and guide students throughout their careers.

Join us at TISS and take the first step toward a successful Human Resource Management & Labour Relations career!



Centre for Human Resources Management and Labour Relations
School of Management and Labour Studies
Tata Institute of Social Sciences, Mumbai
www.tiss.ac.in