

# PGD in Applied Human Resource Management (PGD-AHRM)

## Course Content

1. Applied HRM
  - a. Policy Procedure
  - b. Talent Acquisition and Management
  - c. PMS (KPI, BSC, OKR)
  - d. TRM (C&B)
  - e. HR Analytics
  - f. HRBP
2. OD & Culture
  - a. Fundamental OD
  - b. OD Intervention
  - c. Culture
  - d. Appreciative Inquiry
  - e. Applied Behavioral Science (ABS)
3. Learning & Development
  - a. TNA & DNA
  - b. Objective Settings
  - c. Method & Aids
  - d. Curriculum Development
  - e. Facilitation
  - f. Evaluation
4. Labor & Industrial Law
  - a. Historical background of BLA and BLR.
  - b. Condition of employment
  - c. Different modes of separation.
  - d. Disciplinary procedure and Domestic Inquiry.
  - e. Maternity benefits and leave.
  - f. Working hours and leave.
  - g. Trade union and CBA
  - h. Workers' participation in management.
  - i. Workers' participation in companies' profit.
  - j. Stages of Dispute Resolution.
  - k. Employee welfare
5. Strategic HRM
  - a. Fundamentals of Strategic HRM
  - b. Environment Analysis
  - c. Non-Violent Communication (NVC)
  - d. Leadership & Team Inclusion
  - e. Conflict Management & Retention
6. Organizational Compliance
  - a. Occupational Health, Safety & Welfare
  - b. HR Audit
7. AI in HR & Capstone Project

- a. The New Role of HR in the Age of AI (Foundations)
  - i. Why AI is No Longer Optional for HR
  - ii. Core AI Concepts for HR (Non-Technical)
  - iii. Global & Bangladesh Context on AI Implementation
- b. AI Applications Across the HR Value Chain
  - i. AI in Talent Acquisition & Workforce Planning
  - ii. AI in Learning & Development (L&D)
  - iii. AI in Performance Management
  - iv. AI in Employee Experience & Engagement
- c. AI Governance, Ethics & Practical Readiness
  - i. Responsible AI in HR
  - ii. What HR Needs Before Implementing AI
  - iii. Bangladesh Reality Check
- d. Capstone Project: Assignment

## Course Instructors



**Mohammad Morad Hossain**

*Director & Group COO, TEXAS TEAM GROUP*

A seasoned executive with 23 years of experience across multinational, local, and offshore organizations, bringing strong expertise in operations, HR leadership, and maritime discipline, currently serving as COO of TEXAS TEAM GROUP. An award-winning HR and operations leader, researcher, and educator, committed to building sustainable, people-centric organizations and advancing human capital through leadership, strategy, and knowledge sharing.



**Syeda Shaila Ashraf**

*Corporate HR, Admin & IT Head, Renaissance Group*

Syeda Shaila Ashraf is a seasoned HR leader serving as Corporate HR Head (and Senior General Manager – HR, Admin & IT) at Renaissance Group in Bangladesh, known for her expertise in strategic human resources and people development. She is also an active trainer and motivational speaker, regularly sharing insights on HR, leadership, and workplace culture at industry events.



### **Md. Mahmudul Hasan Khan**

*Head of HR & Admin, The Daily Star Lead Consultant & CEO, ENSDI*

Mr. Khan is an experienced HRM practitioner, seasoned trainer, and dedicated mentor. Currently serving as the Head of HR, he brings decades of cross-industry experience to his role. He has trained and mentored over 3,100 professionals across the industry in the areas of Practical HRM, KPI implementation, technology, and artificial intelligence (AI).



### **Abul Hashem Mazumder**

*Former Member, Labor Court, Dhaka. Group Head of HR, Mirpur Ceramic & Khadim Ceramics*

An accomplished HR, Administration, and Compliance leader with over 25 years of experience across diverse group of companies, currently serving as Head of HR at Mirpur Ceramic Group, with prior leadership roles at Partex Group and Gulshan Club Ltd. A seasoned strategist, trainer, and guest faculty with deep expertise in HRM, labor law, industrial relations, and organizational development, actively contributing to national human capital development and employer representation in key professional and regulatory bodies.



### **Aleya Aktar**

*Director, Ethical Sourcing & CSR, SusNex Ltd.*

Aleya Aktar is a senior HR and sustainability leader with over 22 years of experience across multinational and local organizations. Currently serving as Director – Ethical Sourcing & CSR at The Sustainability Nexus Ltd., she brings deep expertise in strategic HR, compliance, organizational development, and employee engagement aligned with global standards. Widely recognized for building sustainable HR systems and leading responsible business initiatives, she continues to drive workforce excellence and ethical growth.



### **Md Mehanazuddin Rupom**

*Country Head of HR & Admin, AMANN Group*

Md. Mehanazuddin Rupom is a seasoned HR and administration leader serving as Country Head of HR & Admin at AMANN Group, where he drives strategic HR functions and employee engagement aligned with global standards. With extensive experience across multinational and local firms, he is widely recognized for building sustainable HR systems and contributing to organizational development and workforce excellence.