

Professional Certificate Programme Labour Relationship Management (PCP-LRM)

Indian Institute of Plantation Management Centre, Jorhat- Assam

16th - 28th January, 2012



Labour Relationship Management



IIPM 

भारतीय बागान प्रबन्ध संस्थान बेंगलूर
Indian Institute of Plantation Management Bangalore

(An Autonomous Organization Promoted by the Ministry of Commerce & Industry, GOI)

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*Indian Institute
of Plantation
Management (IIPM)
“Centre of
Excellence and
the first of its kind
national institute,
was established at
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The ministry of
commerce
& industry,
Government of
India.”*



The Institute

Indian Institute of Plantation Management (IIPM), centre of Excellence and the first of its kind National Institute, was established at the initiative of the Ministry of Commerce & Industry, Government of India. It is co-promoted by the Commodity Boards of India, viz., Coffee Board, Rubber Board, Tea Board, Spices Board and Plantation Industry Associations. IIPM has been focusing in the field of plantation & associated agri-business and commodity management education.

The Programme

Professional Certificate Programme – Labour Relationship Management (PCP-LRM)

Tea Industry being a labour intensive requires and focuses on the deployment of labour force for its production. The changing scenario on the global front has become an imperative that managing labour and relationship management has become more challenging, nevertheless, competitive with diversity and volatility. At this juncture, the applicability of labour laws and art of managing grassroots work group and its importance as well as implications are of great significance.

Rationale for Labour Relationship Management

It is imperative that the Human Resource Development (HRD) and Organizational Behaviour perspectives in the Plantation Sector are of utmost importance in the direction of workers’ participation in Management, their promotional scopes, the welfare measures and the ergonomics to enhance productivity. The role of government and the positive attitude of corporate sector are to be initiated in tandem for ushering their sector into a new dimensions, which is essential and nevertheless, challenging.

Areas of Focus

Critical capabilities are aimed at enhancement of performance and in the process of team building approach focuses on developing grassroots labour force commitment. Our customized training programme will enhance the capability of managers and the welfare officers of the Tea Sector as the best performers of LRM with the following components:

1. Forming small groups of workforce and educate them on-the-job
2. Activating the workers’ groups with assigned tasks to be performed in a given time
3. Assessment of the labour force jobs performed.
4. Forming ideas/opinions among the work-force
5. Norming an appropriate policy for the work-force
6. Developing and further monitoring for Positive Labour Management

Labour Relationship Management, thus, is essentially a pivot of four main functions for the managers and welfare officers on the following:

1. Managing the self
2. Managing the group: performance-wise and relationship-wise
3. Managing the environment: internal and external
4. Managing growth and change for the labour force



Program Summary:

Academic Module:

- Class room sessions
- Case Discussions
- Role Plays and Case Analysis
- Seminars

Field Visits

- Interactive workshop

Assessments

- Class Participation
- Project Assignment & Presentation
- Written Test
- Interactive Workshop



To Whom

Assistant Managers and Welfare Officers in Tea Estates of Assam/ North East.

Course duration

- Intensive program at IIPM Centre, Jorhat
Date : 12th - 24th December 2011

Course Outline

The course outline is divided into following modules:

- Managing People and Productivity
- Positive Leadership for Tea workforce and Capability Enhancement
- Social - Laboratory Approach(SLA): For Sustainable Tea Workforce Management through Positive Thinking
- Managing Diversity with Balanced and Diversity Score Cards
- Relationship Management and Performance Competence
- Negotiation and Effective Communication: Managing Conflict perspective
- Introducing Efficiency and Effectiveness: Positioning Quality of Work Life (QWL)
- Corporate Social Responsibility (CSR)
- Labour Laws and Legislations
- Experimental Leadership : Group Work and Presentation

Pedagogy

The learning methodology is a blend of class room teaching, practical and interactive workshop. Teaching and learning transaction through lecture, seminar, group work, case method, role play and interactive workshop.

Faculty

Programme would be taught by eminent faculty members from IIPM and other national institutes viz., IIMs, WBNUJS etc., Industry Experts, Practicing Tea Garden Managers, Tea Association Professionals, Officials from Labour Department, Government of Assam etc.

Eligibility

- Graduate in any discipline recognized by UGC/ AIU.
- Sponsored candidates by corporates, planters, and plantation associations will be given special consideration.

Certification

On successful completion of the program with eligible credits, the participants will be awarded **Professional Certificate Programme – Labour Relationship Management (PCP-LRM)**.

Course Fee

The tuition fee for the program is ₹ 19,500/- (Incl. of service Tax) to be paid on confirmation of the admission to the programme. This include reading material, working lunch, two snacks and tea.



Programme Co-ordinator:

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Programme Office

Bangalore

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For additional information, please contact:

Jorhat Office

Programme Co-Coordinator

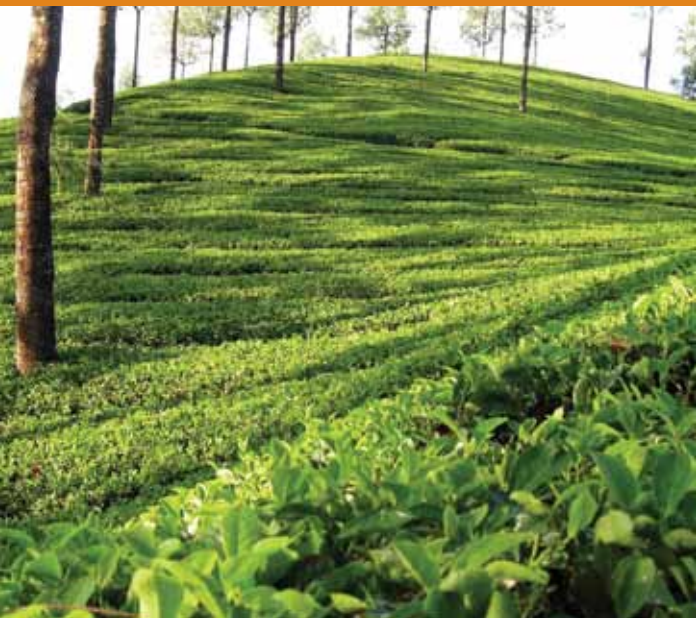
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Application Procedure

For Prospectus, Application Form contact the Admissions Office, alongwith a crossed Demand Draft for ₹500/- (₹250/- for SC/ST/PH candidates with relevant certificates) drawn in favour of **“Indian Institute of Plantation Management”**, payable at Bangalore. Application form can also be downloaded from Institute’s website and filled-in application along with fee may be sent to:

Admissions Office

Indian Institute of Plantation Management

Jnana Bharathi Campus

P.O. Malathalli

Bangalore - 560 056, India.

For further information:

IIPM Centre, Jorhat

TRA Campus, Cinnamara

Jorhat 785 008

Assam

Admission Procedure

Sponsored candidates from Tea Companies and Tea Associations will be given preference. General candidates, if any, will be selected on the basis of group discussion and personal interview.