



Soil

INSTITUTE *of* MANAGEMENT

PGPM Human Resources Program 2025~26



Educating the world's next generation of ethical leaders and professionals in meeting evolving global challenges and working towards sustainability.

ABOUT SOIL

SOIL Institute of Management stands at the forefront of management education in India, pioneering a unique approach to developing visionary leaders. Co-created by a consortium of 32 leading companies, SOIL offers three distinct programs tailored to nurture inspired leadership: a 1-year full-time PGPM, a specialized 1-year full-time PGPM in Human Resources, and a comprehensive 2-year full-time PGDM. These programs are the country's first solely dedicated to transforming competent professionals into forward-thinking, ethical leaders. Our flagship PGPM, equips executives with the perspectives and insights needed to navigate the complex challenges of today's interconnected business landscape, preparing them to lead with purpose and impact.

SOIL pioneers a transformative approach to leadership development, focusing on experiential learning, design thinking, and value-based leadership. Our innovative curriculum integrates hands-on experiences like Live Industry Projects, the Himalayan Retreat, and Social Innovation initiatives with cutting-edge concepts in design thinking and sustainable business practices. By emphasizing values-based leadership and creative problem-solving, SOIL prepares graduates to drive meaningful change, foster innovation, and lead with integrity in an ever-evolving global business landscape. Our pioneering methods ensure that SOIL alumni are uniquely positioned to tackle complex challenges and create sustainable value in their organizations and society at large.

Global Associations



Polimi
Italy



Royal Roads University
Canada



CEDEP
Spain



Shizenkan University
Japan



Johannesburg Business School
South Africa

Rankings



Rank 21

Top Standalone MBA
in India



Rank 5

Top 1 Year MBA private
Institutions



Rank 20

Top MBA Institutions for
Career Growth (Standalone)



Rank 33

Top Management
Institutes in India

THE SOIL ADVANTAGE

Learn to Lead with Purpose and Values

Develop the skills to drive business success while making a positive societal impact. Our curriculum integrates ethics, sustainability, and innovation to shape visionary leaders. Become a transformational leader who can navigate complex challenges with integrity and foresight.

Learn to Apply Industry-Integrated Knowledge

Engage directly with industry experts and tackle real-world challenges head-on. Stay at the forefront of business trends through our unique partnerships with leading companies. Bridge the gap between theory and practice, gaining insights that make you invaluable in any business setting.

Learn to Grow Through Immersive Experiences

Participate in transformative programs that expand your leadership capabilities. Engage in unique immersions such as the Social Innovation Project and Himalayan Retreat Program. Develop resilience, empathy, and adaptive leadership skills through real-world challenges.

Learn to Leverage a Powerful Alumni Network

Connect with our 1600+ alumni who are making significant impacts across global industries. Gain access to unparalleled opportunities for mentorship, collaboration, and career growth. Tap into a diverse ecosystem of professionals, expanding your horizons and opening new career paths.

Learn to Maximize Your Leadership Potential

At SOIL, we help you maximize your unique strengths through a personalized Individual Development Plan. Our expert faculty guide you in transforming your experiences into leadership expertise through coaching, mentoring, simulations, and experiential learning. This comprehensive approach ensures you develop the skills and insights needed to become an impactful leader in your chosen field.

INDUSTRY CONSORTIUM

SOIL partners with a consortium of 30+ leading companies ~ ABB, Anand Group, Aditya Birla Group, Avantha Group, Bharat Petroleum, Dr. Reddy's Laboratories, Glaxosmithkline, Hindustan Unilever, Kohler, L&T, Mahindra & Mahindra, Max India, SAS, Schneider Electric, SRF and Tata Steel and more. Consortium partners help SOIL in several key areas:

SELECTION OF STUDENTS

Our industry partners actively participate in the admissions process. They help identify and select candidates with the right potential and fit for the program.

SHARING LIVE CASE STUDIES

Consortium members provide real-world business challenges for student analysis. This exposure to current industry issues enhances practical learning and problem-solving skills.

RECRUITING STUDENTS

Our partners play a crucial role in the placement process, offering career opportunities. Students benefit from direct access to top companies and diverse industry sectors.

1 ON 1 INDUSTRY MENTORSHIP

Industry leaders offer one-on-one guidance to SOIL students. This personalized mentorship provides invaluable insights and career direction.

CURRICULUM DESIGN

Consortium members contribute to developing and updating our curriculum. Their input ensures our program remains aligned with evolving industry needs and trends.



Top alumni of the program

SOIL alumni have marked their presence in numerous leading organizations in India like Tata Steel, Maruti Suzuki, Vodafone, HDFC, McKinsey, Genpact, Dabur, Amul, and Mahindra to name a few.



Karen D'Souza
Vice President HR ,
Goldman Sachs



Sreya Raghavan
Vice President HR,
Morgan Stanley



Sundaram Vasudevan
Vice President HR,
JP Morgan Chase



Sulaxmi Prasad
Chief People Officer Taylor's
Education Group, Malaysia



Parul Bhatia
Director, Product
PeopleStrong



Chhavi Khanna
Business Partner HR ,
Accenture



Shreya Ganguly
Head of Talent Acquisition,
Hindustan Zinc



Surbhi Bajaj
VP, Global HR Consulting,
HSBC



Yashi Gupta
Human Capital Management,
Goldman Sachs



Roopali Agarwal
HR Business partner,
ApplyBoard



Talita Rose
Global Talent and
Performance Lead, Cargill



Ragini Tyagi
Head of Human Resources
Sportskeeda



Nidhi Patwari
Senior Consultant,
EY



Paul Mathew
HR Business Partner,
Yellow.ai



Animesh Mukherjee
Director - Delivery,
Hero



Avika Sood
Group Business Director -
Public policy, Chase India

Learn directly from top HR Leaders

At SOIL, students gain firsthand insights from top HR leaders, shaping their knowledge and skills. This direct exposure prepares them to excel in the dynamic world of human resources.



Anil Sachdev
Founder, SOIL
40 Years work exp in HR



Rajeev Dubey
Former Group President,
HR, Mahindra & Mahindra



Dr. Santrupt Mishra
CEO, Birla Carbon, Aditya
Birla Group



Leena Nair
CEO, Chanel
Former CHRO, Unilever



Prithvi Shergill
Ex. CHRO,
HCL Technologies



Sarthak Raychaudhuri
Vice-President – HR, Asia
South, Whirlpool



Piyush Mehta
Senior Vice President, Global
Human Resources, Genpact



Dr. R. K. Premarajan
Executive Chairman,
Manipal Health Enterprises



R Anand
Sr. Vice President, HR,
HCL Tech

PROGRAM HIGHLIGHTS

India's only 1-year PGPM-HR program dedicated to developing HR leaders. All 3 terms focus on specialized HR coursework, going beyond a mere concentration. Designed to create future-ready HR professionals. The program presents an outstanding opportunity to explore the critical areas of human resources management along with a comprehensive knowledge and understanding of the key functions of management and business.



**Freshers and
Graduates are
eligible**



**Avg. Work
Experience -
27 Months**



**7 Core HR Focus
Areas to specialize**



**Top 50% CTC
offered -
12.15 LPA**



**Avg. CTC Offered
Last Year -
10.7 LPA**



**400 alumni
working in 200+
organizations**



**120 hours of Industry
Immersion Learning**



**1 on 1 Industry
Mentorship for all
students**



**International
Exchange with Italy &
Japan Universities**

PROGRAM CURRICULUM FOCUS

SOIL's one year PGPM in HR focuses on developing HR Leaders with a global perspective who are equipped to handle the workload of an HR Manager / professional in various industries and situations. The program allows you to evolve a high level of self-awareness regarding your own leadership style, thus making you better prepared for your new role.

The HR Leadership Program looks at the challenges of managing human capital, with a balanced focus on leadership development, business acumen, HR excellence & skill enhancement.

Designed to thoroughly and quickly prepare you for a career in a global business environment, the aim is reflected in the compressed time frame, group assignments and a focus on contemporary, global HR themes and challenges.

A key element of the program is the Individual Developmental Plan (IDP). Through this post graduate program, you will be assigned a mentor from the industry, who will help shape and progress your learning around your future business roles, and your personal and career goals.

We supplement classroom learning by providing a set of experiences and explorations that will help you understand your strengths and develop into an effective leader. You will be exposed to cutting-edge thought and applications, inside and outside the classroom, through a range of focused learning opportunities from the school's network with the corporate world.

Our curriculum prepares you to lead by offering a combination of rigorous fundamentals, practical experience, and the freedom to explore.

Our goal is to provide an educational experience that is not just exceptional but transformational. We want you to leave with broader aspirations, the tools to achieve them, and the confidence to pursue them.

Become an indispensable HR professional with our comprehensive curriculum

We are one of the few colleges in India that trains students in all critical areas of human resources. Our graduates gain expertise across the full spectrum of HR, making them highly sought-after by recruiters and well-prepared to excel in any HR role.

Program Focus Areas:

- **Human Resource Planning:** Strategically forecast and align workforce needs with organizational goals.
- **Talent Management:** Attract, develop, and retain top talent to drive business success.
- **Performance Management:** Design and implement systems to optimize employee and organizational performance.
- **Learning & Development:** Create and deliver training programs to enhance employee skills and capabilities.
- **Compensation & Benefits:** Develop competitive pay structures and benefits packages to motivate and retain employees.
- **Employer Branding:** Build a strong company image to attract high-quality candidates and enhance employee loyalty.
- **Industrial Relations and Labour Laws:** Navigate complex labor regulations and maintain positive relationships with unions and workforce.



A. Foundational Courses

- > Managerial Economics
- > Business Communication
- > Organizational Behaviour and HRM
- > Business Research Methods
- > Corporate Strategy
- > Project Management
- > Introduction to AI and Generative AI
- > Decision Making - Statistical
- > Decision Making - Optimisation
- > Financial Planning And Analysis
- > Data Analysis using Excel
- > Business Intelligence
- > Digital Transformation
- > Use of AI and Generative AI in Business

B. Core Courses

Value Creation is the goal of business. In order to understand what value can be created, it is important to determine the business value drivers and understand the context in which the business operates and grows.

- > Talent Acquisition
- > Performance Management
- > Learning & Development
- > Total Rewards Management
- > Corporate Finance
- > Marketing Management

Value Deployment requires a review of risk mitigation, deployment challenges, an understanding of best practices and the desired 'to be' state, as well as benchmarking business processes in the industry.

- > Psychometrics and Competency Profiling
- > AI Tools in HR
- > Diversity, Inclusion & Belonging
- > Future of Work
- > Big Data & Cloud Computing
- > Internal Communication & Employer Branding

Value Realization focuses on implementing and measuring business results using best practices and key performance indicators aligned with organizational objectives.

- > Labour Laws
- > Digital Workplaces
- > Transformational IR
- > Employee Experience and Engagement
- > Organizational Change and Design
- > Deep Learning and NLP

C. Specialization

Human Resources

- > HR Analytics
- > HR Lab 1
- > Talent Acquisition
- > Performance Management
- > Learning & Development
- > Total Rewards Management
- > Labour Laws
- > Digital Workplaces
- > Employee Experience and Engagement
- > Organizational Change and Design
- > Psychometrics and Competency Profiling
- > AI Tools in HR
- > Diversity, Inclusion & Belonging
- > Future of Work
- > HR Lab 2

D. Leadership

- > Self leadership
- > Ethics and Values
- > Enhancing your creative potential
- > Power of Positive Psychology
- > Project Management
- > Media Training
- > Negotiation Skills

E. Experiential immersions

- > Himalayan Retreat - Develop leadership skills through challenging outdoor experiences.
- > Social Innovation Program - Tackle real-world social challenges to enhance problem-solving skills.
- > Ethics by Theatre - Explore ethical dilemmas through interactive theatrical experiences.
- > Industry Immersion - Gain hands-on experience through projects and industry shadow programs.
- > Design Thinking Bootcamps - Learn to approach complex problems with a user-centric, creative mindset through real-world challenges.

Shape the Future of Global Capitalism

SOIL Institute of Management proudly presents a groundbreaking MBA elective course: The Future of Capitalism. This unique program offers SOIL students an unparalleled opportunity to engage with peers from prestigious global institutions. Collaborate on international projects addressing real-world economic challenges. This unique program offers SOIL students an unparalleled opportunity to engage with peers from prestigious global institutions, including:

- **IESE Business School, Spain (FT Ranked 5 for MBA)**
- **Shizenkan University, Japan**
- **FGV, Brazil (FT Ranked 49 for MBA)**

LEARN FROM THE BEST:



Paul Polman
Former CEO of Unilever



B. Muthuraman
Former Vice Chairman of
Tata Steel



Rajmohan Gandhi
Indian Biographer
Historian, Grandson to
Mahatma Gandhi



Prof. Rebecca Henderson
Professor, Harvard
University



Prof. Kohei Saito
Ecology & Political
Economy, The University of
Tokyo



Liz Wessel
Partner, First Round
Capital



Beth Thoran
Director of Environmental
Action, EMEA, Pantagonia



Prof. Niloy Biswas
Department of International
Relations, University of
Dhaka

HR Innovation Lab: Where Theory Meets Practice

At SOIL's HR Innovation Lab, we bridge the gap between classroom learning and real-world application. Our state-of-the-art facility provides a unique environment where students can hone their HR skills through hands-on experience and industry exposure.

Key Features of the lab:

Real-World Software Experience

- Gain practical skills using cutting-edge HR software
- Work on live projects and simulations

Industry Case Studies

- Analyze and solve actual HR challenges from leading companies
- Develop critical thinking and problem-solving skills

Corporate Shadow Program

- Experience a day in the life of HR professionals
- Network with industry leaders and potential employers

Interactive Role-Play Sessions

- Practice handling complex HR scenarios
- Improve communication and conflict resolution skills

Guest Lectures by Industry Experts

- Learn from the experiences of successful HR leaders
- Stay updated on the latest trends and best practices in HR

Collaborative Learning Environment

- Work in teams on group projects
- Develop essential teamwork and leadership skills

At the HR Innovation Lab, we're committed to producing HR professionals who are not just theoretically sound, but also practically adept and industry-ready.



How we teach?

Harvard & Ivey Case Studies

Analyze real-world business scenarios to develop critical thinking and decision-making skills.

Whole Systems Thinking

Learn to approach complex problems holistically, considering all interconnected elements.

Building your own business

Experience e-commerce entrepreneurship through a hands-on simulated business project.

Consulting Skills Project

Master problem-solving and client management through live, practical, case-based sessions.

Self Leadership

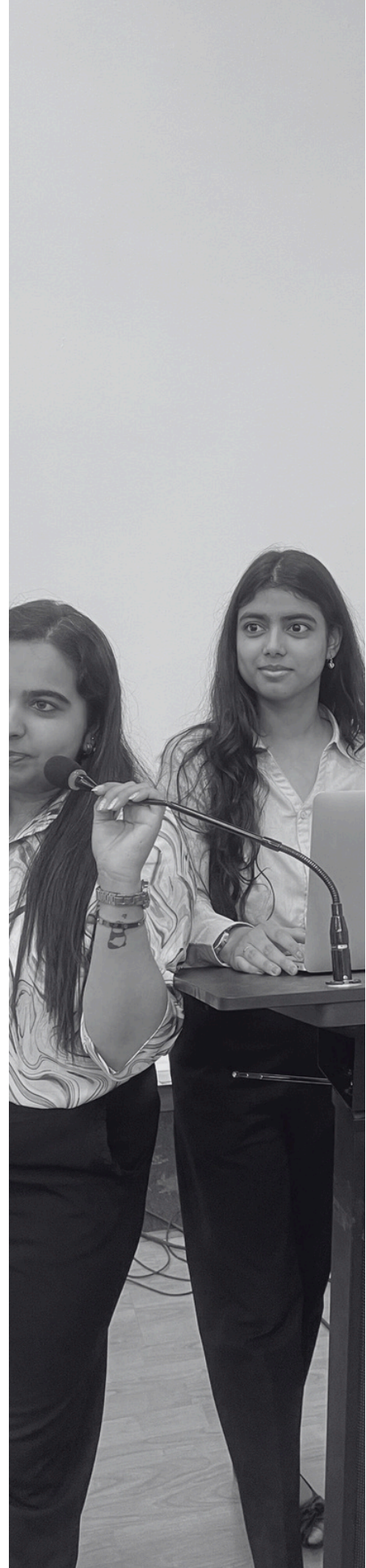
Develop personal mastery and self-awareness to enhance your leadership effectiveness and authenticity.

Industry Live Projects

Apply classroom learning to real business challenges provided by partner companies.

Design Thinking Lab

Cultivate innovation skills through human-centered, creative problem-solving techniques.



Experiential Immersions

HIMALAYAN RETREAT

Engage with remote Himalayan communities to understand grassroots challenges and leadership. Develop empathy and cross-cultural communication skills while working on community projects. Learn adaptability and resilience by navigating unfamiliar environments and diverse perspectives.

ETHICS BY THEATRE

Explore ethical dilemmas through interactive theatrical experiences and role-playing scenarios. Develop moral reasoning and decision-making skills in a safe, yet challenging environment. Enhance communication and empathy by experiencing diverse perspectives on ethical issues.

SOCIAL INNOVATION PROGRAM

Engage with real-world social challenges to develop empathy and sustainable problem-solving skills. Collaborate with NGOs and communities to create impactful solutions for pressing societal issues. Learn to balance social responsibility with business acumen in addressing complex problems.

DESIGN THINKING BOOTCAMPS

Immerse yourself in intensive, hands-on workshops to master the principles of design thinking. Learn to approach complex problems with a user-centric, creative mindset through real-world challenges. Develop innovative solutions and prototypes, enhancing your ability to lead transformative projects.



Industry Interactions

Academy Industry Week

Week Immerse yourself in a week-long industry exposure, gaining practical insights and networking opportunities.

1 on 1 Industry Mentorship

Receive personalized guidance from experienced industry professionals to shape your career trajectory.

Industry Tours/Visits

Explore diverse business environments through on-site visits to leading companies across sectors.

Institute Lecture Series

Engage with thought leaders and industry experts through insightful talks and interactive sessions.

Corporate Shadow Program

Experience a day in the life of a corporate leader, observing real-time decision-making and leadership styles.

Industry Case Competitions

Hone your problem-solving skills by tackling real business challenges presented by partner companies.



Employment Data PGPM HR 2024

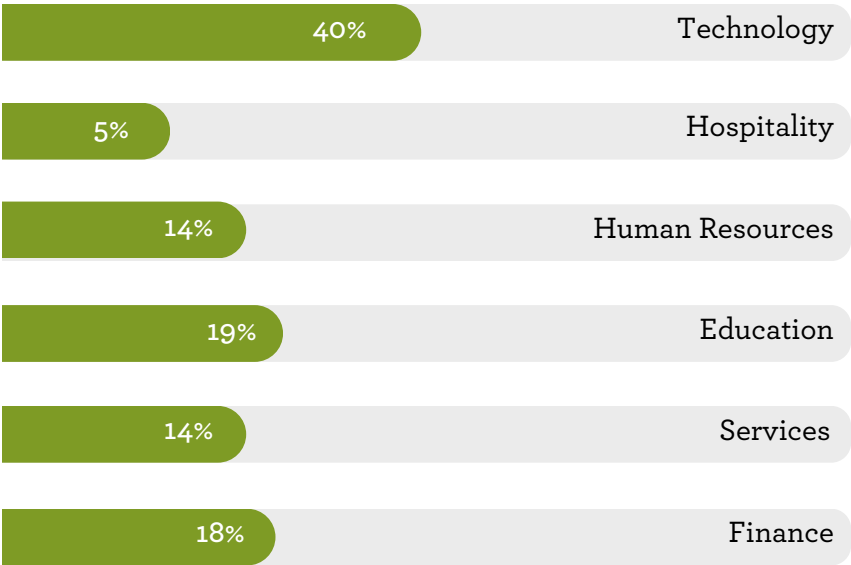


98% got placed at 10.5 LPA Average

2% - Entrepreneurship
3% - Company Sponsored
2% - Not eligible for Placements



Top Recruiting Sectors (In Percentage)



Recruiters that hired from SOIL

- ▶ Accenture
- ▶ Aditya Birla Group
- ▶ Airtel
- ▶ Apollo
- ▶ Axis Bank
- ▶ American Express
- ▶ Bosch and Lomb
- ▶ Capgemini
- ▶ Cognizant
- ▶ CAMS
- ▶ Dabur
- ▶ Dell
- ▶ Dr. Reddy's
- ▶ Ernst & Young
- ▶ Gartner
- ▶ Genpact
- ▶ GSK
- ▶ HCL Technologies
- ▶ HDFC
- ▶ Honda
- ▶ HONO AI
- ▶ ICICI Bank
- ▶ Indigo
- ▶ Infosys
- ▶ ITC
- ▶ John Deere
- ▶ Kotak Mahindra Bank
- ▶ Larsen & Toubro
- ▶ Mahindra & Mahindra
- ▶ MakeMyTrip
- ▶ Maruti Suzuki
- ▶ NIIT
- ▶ Oyo Rooms
- ▶ Procter & Gamble
- ▶ Raymond
- ▶ Saint Gobain
- ▶ Sapient
- ▶ S&P Global
- ▶ Tata Consultancy Services
- ▶ Tata Motors
- ▶ Tata Steel
- ▶ Tech Mahindra
- ▶ Vodafone
- ▶ Wipro Technologies



SUBRAMANIAN N.N

Director – UK, Europe & Global Accounts, Maveric Systems Limited

“SOIL has over the years been a key partner in Maveric’s growth. We have consistently nominated Maveric managers to attend the PGPM program at SOIL and have also been recruiting talent from SOIL every year. Professional skills, as well as life skills & values imbibed by students at SOIL, are visible amongst the Maveric’s who have joined us from SOIL. Many of them are key resources in the Maveric family today.”



PRITHVI SHERGILL

Former Chief Human Resources Officer, HCL Technologies Ltd.

“Professionalism and ability to learn are the qualities demonstrated by the SOIL students hired at HCL. Ability to collaborate and apply their problem-solving abilities to add value to the work assigned and produce results in line with desired business outcomes is highly appreciated. They are currently involved in Sales, Support and Delivery roles and are bringing fresh perspectives to the organization with passion and dedication.”

Roles Offered to Students

FOR 0 TO 2 YEARS WORK EXPERIENCE

HR Generalist	Handle various HR tasks including recruitment, onboarding, and employee relations
Talent Acquisition Specialist	Source and recruit talent to meet company needs
Comp. and Ben. Analyst	Analyze and administer compensation and benefits programs
HR Analytics Specialist	Use data to support HR processes and decision-making
Junior L&D Coordinator	Assist in designing and implementing training programs

FOR 2 TO 5 YEARS WORK EXPERIENCE

Employee Relations Manager	Source and recruit top talent to meet company needs
L&D Manager	Design and implement training programs to enhance employee skills
Perf. Mgmt. Specialist	Oversee performance evaluation processes and implement improvement plans
Employee Relations Manager	Foster positive employee relations and handle conflict resolution.
HR Compliance Officer	Ensure company HR policies comply with legal and regulatory requirements

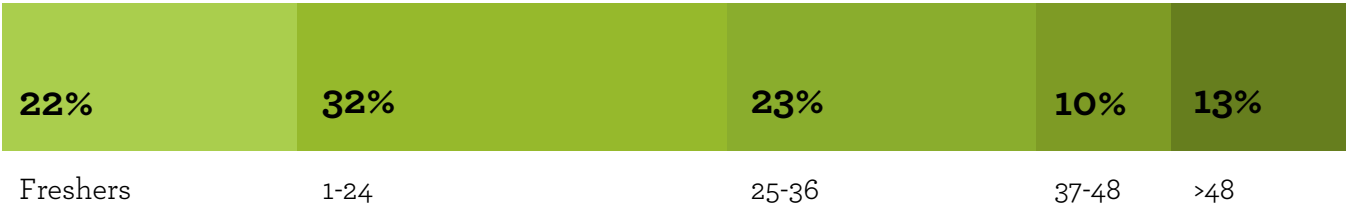
FOR MORE THAN 5 YEARS EXPERIENCE

HR Business Partner	Align HR strategies with business objectives to drive organizational success
Org. Dev. Consultant	Develop strategies to improve organizational effectiveness
Talent Mgmt. Coordinator	Develop and manage career development and succession planning programs
HR Analytics Specialist	Lead data-driven improvements in HR processes and strategic decision-making
Diversity & Inclusion Officer	Promote diversity and create inclusive workplace policies

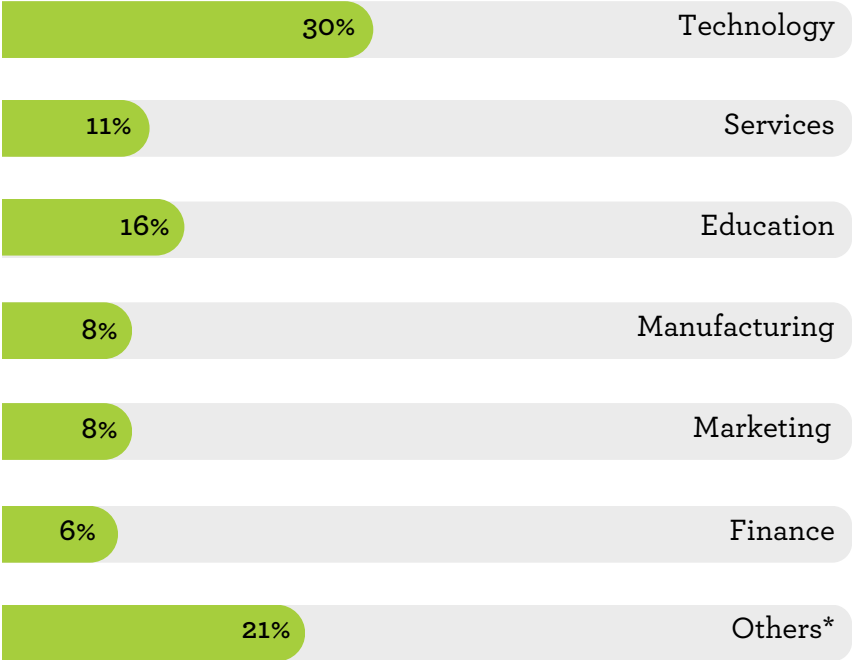
Class Profile PGPM HR 2024



Work Experience (In Months)



Industry Experience (In Percentage)



Others* include Construction, Energy, FMCG, Logistics, Manufacturing, Marketing, etc.

Admissions Process

Step 1

Online Application available on app.soil.edu.in/pgpm-hr

Step 2

Fill the online application

From the past admissions trends, early applications stand at a better chance to be selected for the program. Interview process is held on an application deadline round basis.

Step 3

Make a payment of application fee INR 2000/-

The application fee paid is non-refundable.

Step 4

Initial Screening and PI Invite by e-mail

Step 5

Group Exercise, Personal Interview, and SOIL Entrance Test (SET)

Group Exercise: Tackle real-world problems using Design Thinking principles, showcasing empathy, ideation, and quick solution refinement.

Personal Interview: A 45-minute session with faculty and industry leaders to discuss your background, aspirations, and program fit.

SOIL Entrance Test (SET): A 60-minute test for those without other entrance exam scores, assessing aptitude, data interpretation, verbal ability, and critical thinking. It's essential for completing admissions and can be taken before or after GEPI.

Step 6

Final Shortlisting and Offer Letters by e-mail

Step 7

Offer Acceptance and Initial Fee payment

Step 8

Scholarship Round (If Applicable)

Step 9

Orientation and Course Commencement

"SOIL's unique selection process focused on my strengths, not weaknesses, offering a refreshing approach to admissions. The interview with HR industry leaders and faculty provided valuable insights into the HR program while contributing to my Individual Development Plan. This holistic process not only evaluated my fit but also helped me understand myself better, setting a strong foundation for my HR leadership journey."

Akanksha Tripathi
Flagship PGPM HR 2024-25



Who are we looking for?

Suitable for

This program is designed for entry to mid-level working professionals aspiring to advance into HR managerial roles in short term and HR Leadership roles in long term.

Our ideal candidates are those who seek to make a meaningful impact, combining professional growth with a strong sense of corporate responsibility and ethical leadership.

Education

A Bachelor's degree in any discipline from a recognized institution

Work Exp

Freshers and Graduates

We do not have any work experience cut off for the PGPM HR Program

Exam Scores

We follow a profile based admissions process.

We follow a profile-based admissions process. Exam scores are mandatory.

We accept CAT 2023/24, XAT 2024/25, GMAT taken after 2021, MAT & CMAT, NMAT 2023 onwards, or the SOIL Entrance Test (SET). If you do not have any of these scores, you will be required to take the SET.

Program Fee

Fee Component	Amount (In INR)
Tuition & Academic Fee	9,04,618
Program Fee	5,09,482
Alumni Membership Fee	5,900
Caution Deposit (Refundable)	30,000
Total	14,50,000

Note

1. Students are compulsorily required to have their own laptop as per institute specifications.
2. Tuition fee is inclusive of reading material, including case studies, and online resources.
3. The mentioned fee includes fees for experiential activities like Himalayan Retreat and Social Innovation Program.
4. International Exchange program fee to be borne by the student in addition to the fee mentioned above.

Accommodation Facility

1. Numerous PG accommodations near the campus offer a range of options with amenities such as meals, laundry, Wi-Fi, and 24/7 security.
2. Located close to the campus, these accommodations minimize commute times, allowing students to focus more on their studies and campus activities.

Contact us

1 Year PGPM & PGPM-HR

SOIL Institute of Management

Plot no 76, Sector 44, Gurgaon
Haryana - 122003

✉ admissions@soilindia.net

☎ 9205333417 / 9289270707

2 Year PGDM

SOIL School of Business Design

Plot 23, Sector 2, Phase 1,
Institutional Area, Manesar,
South Gurgaon, Haryana - 122050

✉ pgdm@schoolofbusinessdesign.com

☎ 9717280018 / 9870256660

