



THE SOCIETY FOR
HUMAN RESOURCE MANAGEMENT
HEREBY CONFIRMS THAT CURRICULUM TAUGHT AT
XAVIER UNIVERSITY BHUBANESWAR
MBA IN HUMAN RESOURCE MANAGEMENT

ALIGNS WITH THE RECOMMENDED
REQUIREMENTS FOR HR DEGREE PROGRAMS
AS OUTLINED IN THE
SHRM HR CURRICULUM GUIDEBOOK AND TEMPLATES.

WITNESS THE SIGNATURE OF THE
DULY AUTHORIZED OFFICER OF THE SOCIETY.

ATTEST:

A handwritten signature in black ink, which appears to read "Henry G. Jackson", is written over a light blue horizontal line.

HENRY G. JACKSON
PRESIDENT & CEO
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

INCEPTION DATE
DECEMBER 2015

EFFECTIVE PERIOD

DECEMBER 2015 – DECEMBER 2016



February 23, 2016

Prof. Pattnaik Snigdha, Dean
Xavier University Bhubaneswar,
Xavier School of Human Resource Management,
Plot No. 12 (A),
Odisha -
India

Dear Dr. Pattnaik,

On behalf of the Society for Human Resource Management (SHRM), I am pleased to send you this letter officially confirming that Xavier University Bhubaneswar's MBA in Human Resource Management degree program fully aligns with the SHRM HR curriculum guides established in 2005. SHRM enjoyed working with you to assess the topics, courses, business context and delivery methods of your HR degree program courses to confirm the program follows SHRM's recommended guidelines for HR education.

Based on results derived from and identified using a multiple quantitative and qualitative research methodology, SHRM devised the SHRM HR Curriculum Guidebook and Templates in 2005 and revalidated them in 2013. The goal is to provide colleges and universities a resource for tracking HR curricula against a common, minimum skill set needed by employers who seek to fill HR professional positions. An important feature of the HR curriculum template is that it offers HR academics flexibility in devising HR courses while providing a minimum level of standardization for HR content being taught. To increase flexibility, creativity and innovation to universities in designing HR curricula, the Guidebook identifies 16 minimum core HR topics that should be required curriculum in every HR degree program, as well as 7 elective HR topics to complement the required core. The sample course module templates identify a variety of options to aid universities when developing courses that combine HR content, personal competencies essential to HR, and the application of relevant business or policy skills. All sample modules allow faculty to organize topics in a variety of different ways.

SHRM has also gained the support of AACSB International in an effort to bring a similar level of commonality to HR degree programs that is required of AACSB accredited Schools of Business. In support of SHRM's efforts, AACSB's Vice President and Chief Knowledge Officer, Daniel R. LeClair, Ph.D., has said "The guidebook and associated templates developed by SHRM are the result of a highly interactive, multiyear process involving practitioner and academic communities. It represents a significant effort to build a bridge between theory and practice. Like AACSB accreditation standards, it is flexible and focused on outcomes. AACSB encourages its member schools to utilize the templates as a guide to developing and reformulating HR degree programs." Thus, a basic assumption of the SHRM guides is that the

HR program should be housed in the business school. SHRM, consequently, is honored to have AACSB's support of the guidebook and associated templates.

As an accredited school, Xavier University Bhubaneswar already bears the well-earned hallmark that accompanies rigorous accreditation standards. SHRM believes that the HR student is best prepared for a career in HR when HR content is taught within a business context. This business focus will better prepare students to practice HR in a variety of sectors such as for-profit, nonprofit, government, or private organizations.

Based on all these principles, SHRM conducted an analysis of the MBA in Human Resource Management degree program at Xavier University Bhubaneswar, engaged the faculty in discussions and information sharing, and then determined that the program fully aligns with the suggested minimum core content guidelines. We hope this letter serves as a welcome addition to your university's credits, and that future students will not only recognize your university because of the quality and thoroughness of its HR degree program, but will potentially seek more information about becoming a degree candidate at your university. Enclosed is a formal certificate acknowledging and recognizing that the program follows the established guidelines. If you need additional information about this process or the benefits available to your university because of your program's alignment, you may contact Nancy Lockwood, Project Manager, Academic Initiatives at nancy.lockwood@shrm.org or directly via telephone at 703.535.6041.

Congratulations!

Sincerely,



Nancy A. Woolever, SHRM-SCP
Director, Academic Initiatives

Enclosure
NW/ed