

**MASTERS PROGRAM IN  
HUMAN RESOURCE MANAGEMENT - UOG**



12 MONTHS | ONLINE

[www.snatika.com](http://www.snatika.com)



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## WHAT is SNATIKA?

Many competent working professionals could not reach their true potential in their careers due to the lack of a respected Masters degree in their resume. The primary reason for the absence of a high-quality international qualification is the requirement to leave one's country of residence and take a sabbatical from a stable job for at least a year, which for most professionals is merely not possible. To us, that just seemed unfair. And it inspired us to create the platform we now know as SNATIKA.

SNATIKA offers a better stratagem where senior professionals can earn a Masters degree without the hassle of relocating or leaving their full-time job. SNATIKA believes that learners can receive a high quality education from anywhere in the world if they have access to the right resources.

That's why the SNATIKA platform was created; a place for working professionals to earn an International Masters degree, all while studying online and without taking a break from their job.

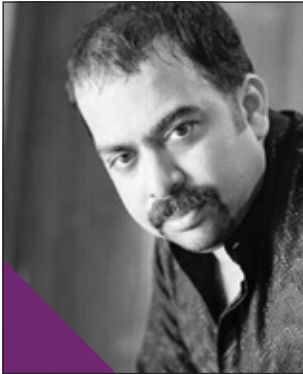
SNATIKA's mission is to provide a rich experience to our learners by having in place efficient systems and processes, that quality content and a state-of-the-art delivery platform. We also offer academically & globally recognized qualifications that will propel the career of their learners.

Today, SNATIKA offers one of the largest bouquets of International Masters programs in various fields of management to professionals striving to move ahead in their careers. The SNATIKA team understands the importance of globally recognized academic qualifications in boosting the careers of professionals, hence they have partnered with two international institutions.



## Meet the Team

Get to know the team working behind the scenes to provide you with the highest-quality online education.



**Sunil Janardhan**  
**Founder Director**

Sunil is a seasoned man with 28 + years of rich experience in conceptualizing and driving high- end strategic business models across diverse global economic hot-spots. Sunil has the privilege of travelling & doing business pan India & across 33 countries worldwide. He has extensive hands on experience and knowledge of the Africa, Middle East, Asia & CIS markets. He has successfully managed different cultures, team members & partners across demographics / industries.

He comes with an expertise of International Business, Consulting, Sales & Marketing, Profit Centre Operations, Business Development, Key Account Management, Product Launches and Distributor/ Channel Management. He has also been part of various strategic tie ups & JV's. Sunil specialises in finding new markets for sales growth.

He has worked across large, medium & start-up organizations. He has associated with organizations like Aptech Ltd, ITI EdVest, Kuoni Travels, Kohinoor Technical Institute & Trade Wings.

Sunil has done his Post Graduation in International Business. He is based out of India.



**Premjit Biswas**  
**Founding Member, Director of Education**

Premjit is a seasoned professional with over two and a half decades of experience in the Education and Training domain. He brings in his immense experience of handling large operations across different geographies. Premjit also has considerable knowledge of entrepreneurship, innovation and skills development. He has experience in developing and managing partners and business operations in multiple countries like India, Turkey, Qatar, Iran, Bahrain, Nepal, Bangladesh & Pakistan.

He has also managed global projects. He firmly believes that the success or failure of a program lies in the impact it has had on the lives of the beneficiaries. Hence, programs should be designed keeping this as a focal point. That way the beneficiaries not only help themselves, but help others and in turn continually increase the impact radius.

In his 20 years of corporate life, Premjit has been associated with large organisations like Aptech, Autodesk and Wadhvani Foundation. He was the founding member of a non-profit organisation - Tikсна Mission Trust. At Tikсна he worked relentlessly at the grassroots level, building a diverse environment to work & thrive in and enabling entrepreneurs.

Premjit is based out of India and has done his majors in Hospitality Management.



## **Professor Raj Gill**

### **Advisory Member**

An influential , entrepreneurial COO and Pro-Vice Chancellor, Professor Raj Gill has over 40 years' experience in Higher Education and has held senior posts in Higher Education in UK and internationally. His experience of Trans National Education (TNE) includes international marketing and Higher Education development in Asia, Africa and the Middle East.

Professor Gill has published widely in learned journals and publications, and has chaired numerous sessions and presented at international conferences and symposia.

Professor Gill is based out of the UK and has a degree in Manufacturing Engineering and a PhD in Computer Simulation for Manufacturing Processes.



## **Roger Chetty**

### **Advisory Member**

Roger is an entrepreneur and corporate strategist with more than 20 years' senior management experience across several industries including Motor, Construction, Manufacturing, Education and Management Consulting. His career began in market research and customer services with Blue chip brands such as BMW, DaimlerChrysler, Audi, Standard Bank, and the South African Chamber of Business.

He has served on various boards during his illustrious career and has also co-authored several university policies and procedure documents. Roger is known for forging relationships with governments, educational institutions, and corporates all across Africa and the Middle East. He has been associated with organisation like Sika South Africa, University of KwaZulu-Natal – South Africa and NCC Education - UK.

Roger currently lives in Cape Town, South Africa and has an MBA degree from the Management College of Southern Africa.



## **Thierry Cabou**

### **Advisory Member**

Thierry Cabou is an expert on finance and economics domains. He focuses on investment and business development activities across Europe, Africa and India. He is also a Founding Member, Lifetime member and Representative for Africa for the Africa India Economic Foundation (AIEF). He is advisor to Bank of Asia and Asia Pacific Development Bank. He is a Knight of the Sovereign Order of St John of Jerusalem of Rhodes and Malta.

Thierry provides advisory and management services to government and large institutions. With Merrill Lynch, his group has arranged for several African governments' investment facilities up to 600 million US dollars after receiving mandates from these governments. He has secured with his partners a 400 million Euros plan for the oil and refinery sector in Senegal.

Mr. Thierry Cabou is educated in Paris, France, where he got degrees in International Business Law from Pantheon Sorbonne University.

# COUNT ON OUR QUALIFICATIONS



Learners are guided by SNATIKA at each level to choose the right program, and the final decision to provide admission rests with SNATIKA. SNATIKA's admission process ensures that only those learners who are apt for the program get admitted to our programs. Learners are provided with the right resource material, academic support, and timely assistance for them to successfully complete their program. We are able to provide this across genders, races, time zones, and geographies because of a strong academic delivery process, which is aptly supported by our PhD/ Doctorate facilitators. SNATIKA's academic delivery process ensures this is done flawlessly.

SNATIKA is certified for ISO 9001:2015 for "Admission Process & Academic Delivery Process."



Universidad Católica San Antonio de Murcia (UCAM) is a fully accredited European University founded in the year 1996. The university is strategically located in Murcia, Spain, with a Campus of more than 16,000 students and around 1,000 professors. The World University Ranking especially highlights the internationalisation capacity of UCAM. The university has a diverse academic offer, constantly adapting and consistent with the real needs of society. MBA degree is awarded by UCAM under the provision of university private degrees – Título Propio.

SNATIKA learners are awarded MBA degrees from UCAM.



OTHM, UK, is an awarding body which is approved and regulated by Ofqual – Office of the Qualification and Examinations Regulations, UK (a UK government department). Ofqual is responsible for maintaining standards and confidence in international qualifications. Ofqual also regulates the National Curriculum Assessments in England. OTHM aims to support professions and industry by providing excellent qualifications that contribute for a highly qualified and experienced workforce.

SNATIKA is an accredited/ approved training partner of OTHM.



London Graduate School, UK offers excellent university programmes designed for students to gain knowledge and skills for a fast-changing and complex world. LGS promotes learning and sharing of knowledge by offering a blend of teaching and learning methods that combine personal and professional development with world-class academic knowledge. We have partnered with LGS to provide UK university degrees.

SNATIKA learners are awarded MA, MSc, or MBA degrees from a UK University through LGS.



Buckingham University is the oldest of Britain's independent universities and the only one in the UK with a Royal Charter. The university is ranked in the Top 10 by The Complete University Guide 2023 for Student Satisfaction and by The Times and The Sunday Times Good University Guide 2022 for Teaching Quality. It has also been awarded the QAA Quality Mark for meeting or exceeding UK expectations for quality and standards.

This partnership with the university is through LGS.



QUALIFI, UK is recognised as an Awarding Organisation (AO) by Ofqual-Office of the Qualification and Examinations Regulations in the UK. QUALIFI must assure the regulators to continue the General Conditions of Recognition in England and that of the approved centres must meet the same exacting standards. And these qualifications combine UK standards with relevant international content, so learners can achieve their full potential in today's global economy.

SNATIKA is an accredited/ approved training partner of QUALIFI.



IDM has over four decades of experience in the higher education sector. Having closely worked with the industry and brought global education to local students, IDM has pioneered the way forward in getting international recognition for talented students. The organisation aims at exceeding the Quality & Standard expectation and has been awarded the ISO 9001:2015 certification.

SNATIKA learners are awarded a BSc (Hons), BA (Hons), MA, MSc, or MBA degree from the University of Gloucestershire through IDM.



The University of Gloucestershire, a UK state university, is the degree awarding institution. It is located in the edge of the stunning Cotswolds and has three campuses which are based in Cheltenham and Gloucester. The University is a diverse, vibrant community of 12,000 students and 1,500 staff. The University has scored 90/100 and are placed in the top tier of the new SOS-UK net zero ranking. Ranked 6th globally in the Postgraduate Research Experience Survey, 2019.

This partnership with the university is through IDM.

# SNATIKA MASTERS PROGRAM IN HUMAN RESOURCE MANAGEMENT - UOG

The objective of this Human Resource Management Masters program is to provide learners with the skills and understanding in human resource management (HRM) that align with good strategic decision making to maintain organisations' competitive advantage. Learners acquire knowledge through an integrated approach of theory in human resource management and practice using real-time activities. Successful completion of this qualification will develop learners' strategic human resource management and leadership skills and their ability to focus on the requirements of implementing an organisation's strategy. Our Masters program in Human Resource Management educates professionals on how to manage contemporary issues in the field and achieve organizational success from an HR perspective. Recently, Human Resource Management has been redefined due to a change in workplace setups globally. Our program prepares you for the future by introducing you to the best practices of formulating strategies, managing change, and conducting business research.

## This program is ideal for

SNATIKA is a dedicated platform for senior professionals who have work experience. This Masters program in Human Resource Management is ideal for:

- Experienced Human Resource Manager
- Recruitment Manager
- Training & Development Manager
- Employment Relation Manager

## STAGE 1

This stage is delivered by SNATIKA. The program involves delivery through the online SNATIKA Learning Management System (LMS). On successful completion of the SNATIKA Masters program, learners are eligible for the following:

- Level 7 Diploma in Human Resource Management from OTHM, UK and
- Masters Program Certificate from SNATIKA.



## MODULES

### UNITS COVERED

- Strategic Human Resource Management
- Engagement of Employees and Organisational Learning
- Leadership Development and Performance Management
- Global Resourcing, Talent and Reward Management
- Managing Employment Relations and Employment Law
- Business Research Methods



## Eligibility

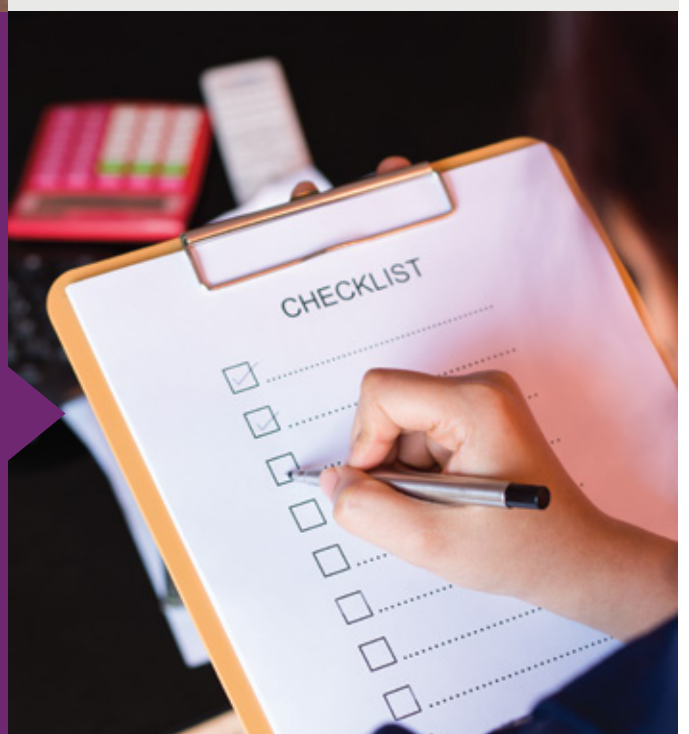
Since our Masters programs are highly specialized for advanced learners, we believe you can only take full advantage of this education if you have significant work experience.

Therefore, the eligibility criteria for SNATIKA's Masters programs are:

- ▶ Minimum 2 years of Managerial Work Experience in Human Resource domain for Graduates
- ▶ Minimum 5 years of Managerial Work Experience in Human Resource domain for Non-Graduates\*

\* Only a very small percentage of applicants are approved on the basis of Recognition of Prior Learning (RPL).

*Disclaimer: Learners need to successfully complete the entire program (stage-1 and stage -2), in order to receive the Masters Degree qualification*



## OVERVIEW

This program is divided into 2 stages. The learner gets an advantage of studying anytime and anywhere, while working and earns Dual International Academic Qualifications. The learner also has an opportunity to embark on further study towards a relevant Doctorate / PhD program.

# UNIT SPECIFICATIONS

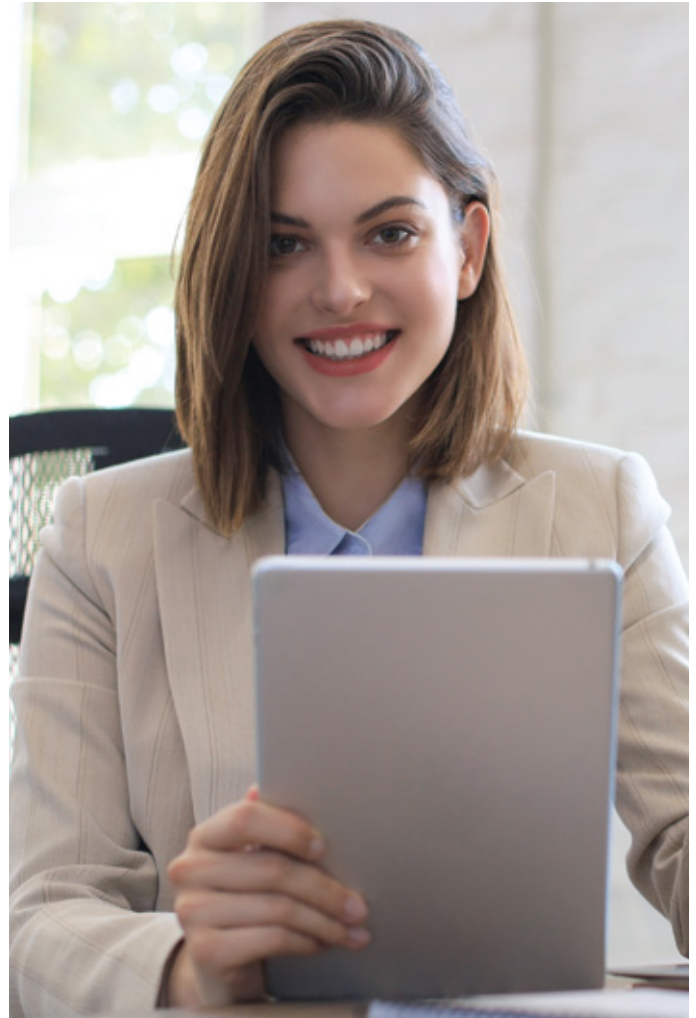
## Unit 1: Strategic Human Resource Management

### Unit Aims

The aim of this unit is to develop learners' understanding of how effective strategic management of human resources supports the achievement of organisational objectives in different contexts. The learner will also learn the process of analysing external and internal factors that affects an organisation and how the contextual factors are used to develop an effective HR strategy. Consideration is given to the contribution of strategic human resource management to competitive advantage and organisational growth.

**LEARNING OUTCOMES**

- Understand the role of strategic management of human resources.
- Understand human resource planning in an organisation
- Understand how contemporary issues in external business environment impact organisations and the management of Human Resources.
- Be able to plan effective human resource strategies.



## Unit 2: Engagement of Employees and Organisational Learning

### Unit Aims

The aim of this unit is to develop learners' understanding of contemporary issues in the Engagement of Employees, Organisational Learning, people management and development. Learners will examine and critically evaluate the purpose and objectives of human resource management and designing and implementation of HR

**LEARNING OUTCOMES**

- Understand the role of the Human Resource function in contemporary organisations.
- Understand the goals of Human Resource management.
- Understanding, designing and implementation of HR action plans for promoting employee engagement and organisational performance.
- Understand the correlation between organisational performance and management of Human Resources.

## Unit 3: Global Finance and Strategy

### Unit Aims

The aim of this unit is to develop learners' understanding of the types of decisions that need to be taken when entering global markets. Learners will gain an understanding of why independence in solving financial issues within a specific period of time is vital for business success.

### LEARNING OUTCOMES

- Understand the concept of globalisation.
- Understand the impact of the global business environment on national and multinational business organisation.
- Be able to construct strategies that will result in the enhancement of organisational value.
- Be able to evaluate the financial consequences of strategic decisions.
- Understand appropriate sources of finance.
- Be able to assess techniques to manage global risk.
- Be able to assess potential investment decisions and global strategies.



## Unit 4: Strategic Financial Management

### Unit Aims

The aim of this unit is to develop learners' understanding of planning and managing the use of an organisation's financial resources. Learners will understand the importance of attaining business objectives and maximizing shareholder return. Learners will gain a working knowledge of business strategy design and the production of comprehensive business plans.

### LEARNING OUTCOMES

- Understand the significance of strategic management and decision making to the performance of a business organisation.
- Understand key financial theories.
- Be able to apply stakeholder analysis and corporate valuation techniques.
- Understand the role of culture in strategic decision making.
- Understand performance measurement systems.



## Unit 5: Strategic Audit

### Unit Aims

The aim of this unit is to develop learners' understanding of how managers can position and execute business strategy appropriately. This will involve an in-depth study of the strategic auditing process and related procedures. Learners will be able to understand and apply suitable investigative techniques to both positive and negative environments.

### LEARNING OUTCOMES

- Understand historic and current auditing processes and procedures.
- Understand the importance of legal and professional requirements when completing an audit.
- Understand audit strategy.
- Understand the risk involved in the audit process.
- Understand current developments in auditing.



## Unit 6: Business Research Methods

### Unit Aims

The aim of this unit is to develop learners' understanding of research principles including the formulation of research proposals, literature reviews, referencing, data collection using interviews and surveys, questionnaire design, statistical analysing using SPSS, qualitative data, and methods for drawing conclusions from the analysed data.

### LEARNING OUTCOMES

- Be able to identify research problems and formulate research objectives.
- Understand how to review the literature on a research topic.
- Be able to design appropriate business research methodologies.
- Be able to develop a research proposal.

## STAGE 2

This stage is delivered by the University through IDM. Upon successful completion of Stage 1, learners can progress to the MSc in Human Resource Management from University of Gloucestershire, UK. Stage 2 is also delivered via the university Learning Management System (LMS) by faculties from IDM and the university. On successful completion of Stage 2, learners will be awarded MSc in Human Resource Management from University of Gloucestershire, UK.

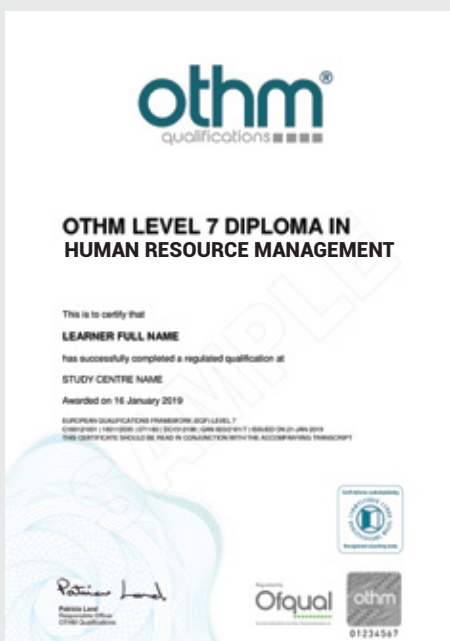


## MODULES MASTERS STAGE

- This stage is designed to make a major contribution to learners' professional and intellectual development, by enabling them to demonstrate their capacity for sustained independent thought, learning and critical reflection.
- This consists of two submissions
  - ▶ Proposal : 1500 words
  - ▶ Dissertation : 15000 words
- This module should be completed in 20-24 weeks.



## WHAT YOU WILL EARN



Level 7 Diploma  
OTHM, UK



Masters Degree  
University of Gloucestershire, UK



Masters Program Certificate  
SNATIKA

Disclaimer: The above images are for reference purposes only.

## WHY CHOOSE SNATIKA?

SNATIKA programs offer the best value for the investment that a learner makes in her/his education.

- Level 7 Diploma from OTHM, UK
- Masters Degree from University of Gloucestershire, UK
- Masters Program Certificate from SNATIKA

### Accreditation ensures that quality and regulatory standards are met.

SNATIKA is an approved learning centre of OTHM, UK. OTHM is an awarding organisation in the UK, which is regulated by the OFQUAL (Office of Qualifications and Examinations Regulation) and Qualifications Wales.

Since Ofqual also regulates the National Curriculum Assessments in England, SNATIKA students get to study the same course units as their peers taking the same qualification in the UK.



SNATIKA has also partnered with IDM to award their learners UK graduate and Masters degrees.

IDM has over 4 decades of experience in the higher education sector. Having closely worked with the industry, and bringing in global education to local students, IDM has pioneered the way forward in getting international recognition to talented students.



The University of Gloucestershire, a UK state university, is the degree-awarding institution. It is located in the edge of the stunning Cotswolds and has three campuses which are based in Cheltenham and Gloucester.

The credits earned for the Diploma from OTHM (approved and regulated by Ofqual, UK) while doing the masters program from SNATIKA are recognised by the University of Gloucestershire. This partnership with the university is through IDM.

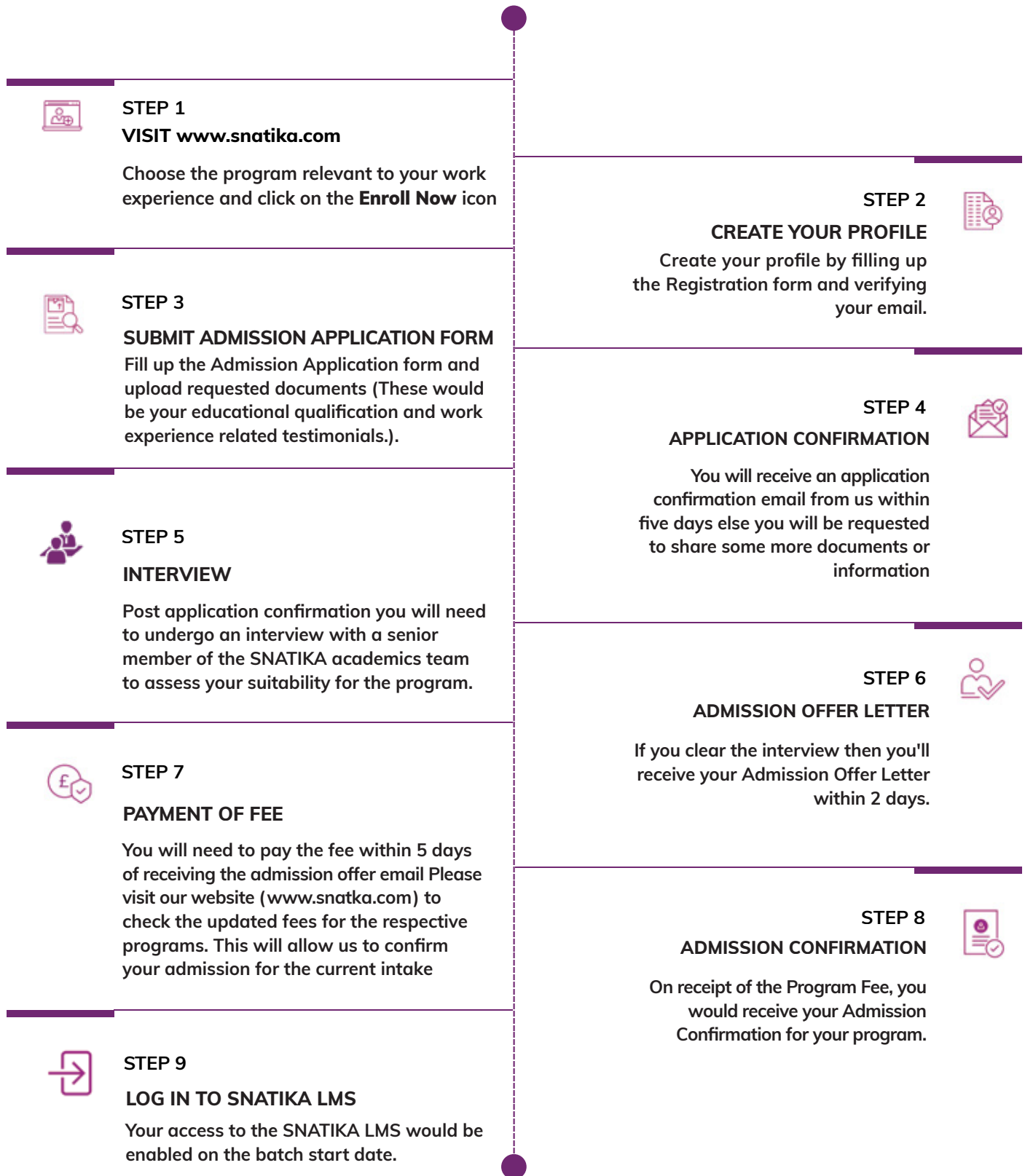


The qualifications earned through SNATIKA are awarded by government bodies and respected by businesses globally.

# ADMISSION PROCESS

SNATIKA Masters Program follows a first-come, first-served process of admission and applications are evaluated as soon as they are received. The earlier you apply, the better your chances are for securing your admission to our Masters program given that all the documents and requirements are satisfied.

The step-by-step admission process is outlined below.



For more details visit  
[www.snatika.com](http://www.snatika.com)

# INFORMATION

## State of the art LMS

The program delivery happens through the robust and user friendly SNATIKA LMS (Learning Management System). It is accessible 24x7 from anywhere in the world.



## The SNATIKA pedagogy

Our Masters programs have been designed by SNATIKA's Subject Matter Experts who have decades of experience in the education industry. The pedagogy is smartly designed to fit the program content into the busy schedules of professionals. You will need just 2 - 3 hours of daily input to succeed in the program.

The immersive nature of the syllabus, coupled ideally with the learner's experience, makes the program easier to comprehend and complete in the shortest duration. The assignment based assessment makes the learner grasp the concepts from the roots and enhances the research, critical thinking, and writing skills thereby.



## PhD Level Guides

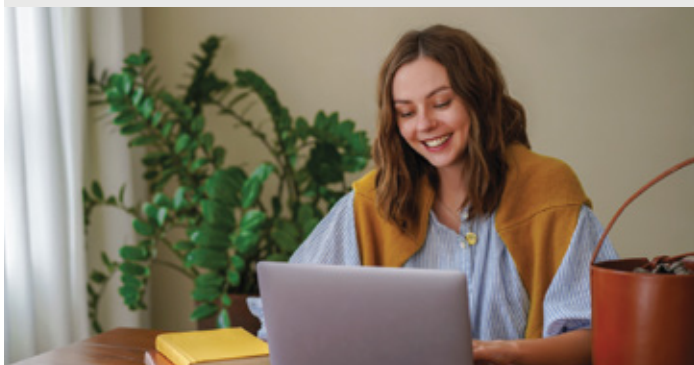
SNATIKA learners will be supported by our PhD level Guides upon the batch start date. SNATIKA's PhD level Subject Matter Experts will help you with all the challenges you face academically throughout the program.



## Session Dates

Aspiring candidates may join in any one of our yearly sessions.

You can check the website ([www.snatika.com](http://www.snatika.com)) for current information on the closing date of admissions and the batch start date.



## Selection Process

Selection is based on the details provided during the application process. Admission is granted on a first-come-first-served basis



# INFORMATION



## Program Format- Online

The entire duration of the Masters program is delivered through state-of-the-art Learning Management Systems.

You'll study the first stage through SNATIKA's LMS and the second stage is delivered through the our partner's LMS.

## Duration of the Program

The duration of the program is 12 months. The initial six months are for Stage 1 and the last six months are for Stage 2 (university top-up).

This duration only changes in case you fail to meet the requirements of the assignment and the deadline passes.



## Program Fees

Please visit our website ([www.snatika.com](http://www.snatika.com)) to check the updated fees for the respective programs.

All learners are required to deposit the fee in full within 5 days of receiving the admission offer letter email.

To ease the financial burden on your shoulders, we offer an Instalment option for depositing the program fee.

**SNATIKA**™  
Boosting Careers of Professionals

**For further details**

web: [www.snatika.com](http://www.snatika.com) | email: [info@snatika.com](mailto:info@snatika.com)

