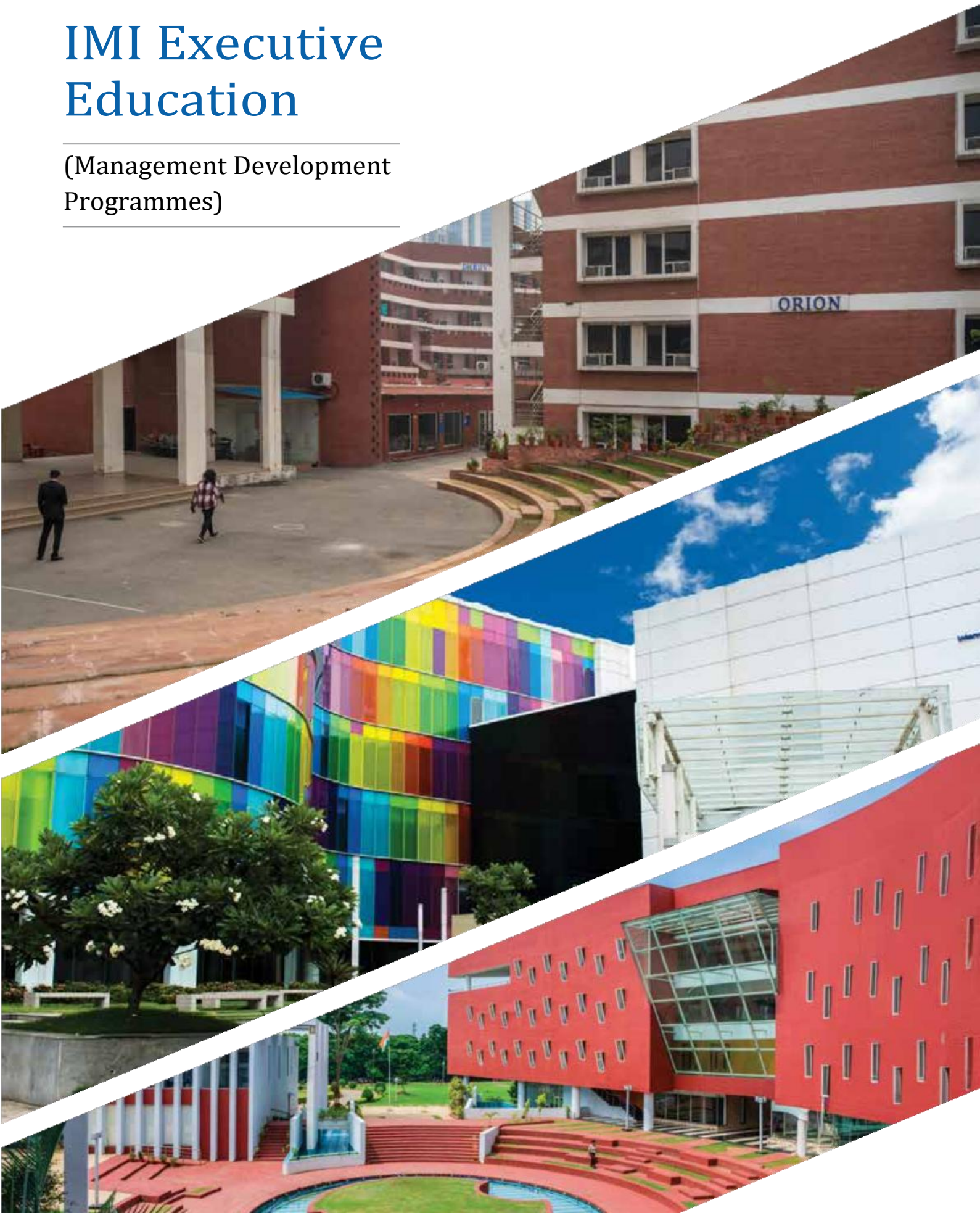


# IMI Executive Education

(Management Development  
Programmes)



# About IMI

IMI is India's first corporate-sponsored Business School founded in 1981 in New Delhi. The corporate sponsors include RPG Enterprises (lead sponsor), ITC, Nestle, Tata Chemicals, British Oxygen, SAIL, and Williamson Magor. It was set up in collaboration with the then-IMI Geneva, now IMD Lausanne.

Over the years, IMI has continued to expand its footprint to help aspiring management professionals build a solid foundation for a stellar career in management practice, consulting, and entrepreneurship. IMI Kolkata was established in 2010, and IMI Bhubaneshwar in 2011. IMI has global linkages with leading schools in Europe, North America, and Asia.



## IMI Delhi

IMI Delhi is located in the Qutab Institutional Area of South Delhi. The Institute offers AICTE-approved, two-year Post Graduate Diploma in Management (PGDM), PGDM (HRM), PGDM (B&FS), and the Fellow Programme in Management (FPM). Owing to its location, the Institute enjoys strong industry linkages with organisations across sectors such as IT, Consulting, Financial Services, Consumer Goods, E-commerce, and Automotive. IMI Delhi is accredited by AACSB, AMBA, SAQS, and NBA.

## IMI Kolkata

Located strategically in the heart of the 'City of Joy', IMI Kolkata offers a unique blend of rigorous academic experience, rewarding industry exposure, and rich cultural immersion. The Institute offers a two-year full-time AICTE-approved two-year Post Graduate Programme in Management (PGDM). The institute features a world-class infrastructure and very strong industry linkages, and has consistently produced some of the brightest management professionals. IMI Kolkata is accredited by AMBA, and NBA, and is an active member of AACSB and EFMD.





## IMI Bhubaneswar

Nested in an ecologically invigorating ambience and sculpted by a renowned architect, IMI Bhubaneswar epitomizes a “gurukul”. IMI Bhubaneswar offers Post Graduate Diploma in Management (PGDM), PGDM (Online) and Fellow Programme in Management (FPM). The flagship PGDM programme is accredited by AMBA, NBA, NAAC and has received equivalence from AIU.



# Accreditations



# About IMI Executive Education

With the pace of change around us today, professionals need to make learning and unlearning a continuous process to stay relevant. Organisations too need to invest in the growth of their people through learning. It is imperative that both individuals and organisations invest in learning that is relevant, competitive, productive and futuristic.

At IMI our endeavour is to address the needs of individuals and organisations that are seeking more meaningful learning experiences from Executive Education offerings. We bring together the best of faculty, pedagogical tools and participative learning to dwell on issues that matter and are value-drivers for individuals and organisations.

We work towards upskilling, behavioural changes and developing leadership competencies through our offering working with corporates, government, not for profit sector to upskill their people with latest technologies, required Behavioural attributes to manage effective ever-growing workforce and also pre-empting where their specific industry is moving and how to be prepared for future.

Our programmes are designed to help professionals to apply their learning back at their workplace, which enables them to create an impact and grow within the ecosystem.

## **A few of the key highlights are:**

**Andragogy:** Cohort-based programmes curated for experienced executives who can enrich, as well as benefit from the experience of their peers.

**Customized:** Customized course delivery and use of role plays, case study, simulations for high degree of peer-to-peer and student-faculty engagement.

**Technology Enabled:** Tech enabled learning models that leverages technological advancements effectively

**Lifelong Impact:** Action learning projects, frameworks and new age tools for ensuring the right impact of learning and applications at the workplace.

**Engagement:** Well-defined pre- and post-programme engagement; post-programme actionable and one on one faculty connects.

**Global Focus:** Global business orientation is rooted throughout our curriculum. Cutting-edge topics and inter-disciplinary learning are an integral part of the course offering.

If you are looking to upskill, transform, develop specific competencies in your workforce or as an individual, request to get in touch with us to get more information.

# Management Development Programmes (MDPs)

Below is a list of **Management Development Programmes** curated for high-impact executive learning interventions designed to equip managers, leaders, and working professionals with cutting-edge business knowledge, practical tools, skills and contemporary leadership capabilities.

Delivered by experienced faculty and industry experts, MDPs blend conceptual insights with real-world application through case studies, discussions, and experiential learning. These programs help participants enhance their strategic thinking, strengthen managerial effectiveness, and stay future-ready in an evolving business landscape.



# **Labour Codes 2025: Compliance, Strategy & Future-Proof HR Leadership**

**A Two-Day Management Development  
Programme for Corporate Leaders & HR  
Professionals**



## **Programme Rationale**

India has entered a decisive phase in labour governance with the Government of India notifying the implementation of all four Labour Codes effective 21/11/2025. These Codes represent one of the most significant labour reforms in independent India, moving from a fragmented framework of 29 separate labour laws to a unified, simplified, and technology-driven compliance ecosystem.

# The four Labour Codes

- **Code on Wages (2019)**
- **Industrial Relations Code (2020)**
- **Social Security Code (2020)**
- **Occupational Safety, Health & Working Conditions Code (2020)**

modernizes India's labour architecture by integrating wage protection, social security, safety standards, industrial governance, and employee rights into a single, comprehensive governance model.

## Why this MDP is critical now ?

**While the Codes promise transparency, predictability, and ease of doing business, their implementation demands a far higher level of organisational readiness. The reforms:**

- Redefine employer responsibilities
- Transform HR, IR, payroll, audit, compliance and contractor management systems
- Introduce uniform definitions and standards
- Increase penalties for defaults
- Expand coverage to gig, platform, fixed-term, migrant and unorganised workers
- Despite reduced number of compliances, the interpretation, transition requirements, and documentation alignment have become significantly more complex.
- Most organisations are only partially prepared, often unaware of the depth of change required.

## Key challenges organisations face

- Misalignment of wage structures with the new 50% rule.
- Redesign of HR policies, contracts & Standing Orders.
- Readiness of payroll systems, contractors.
- Integrating gig/platform workers into social security eligibility.
- Managing industrial relations under stricter strike/lockout norms.
- Ensuring OSH compliance across multi-locational operations.
- Training line managers and HR teams in new legal standards.

# Objectives of the Programme

Participants will return equipped with understanding of the Code requirements/compliances and practical case insights essential for the transition and smooth implementation in their organisations.

- Shift smoothly from old Acts to the new Codes.
- Avoid non-compliance risks, penalties, litigation, and reputational issues.
- Implement the Codes with clarity, confidence, and practical readiness.
- Build internal champions who can lead Code-based governance within the organisation.

## Learning Objectives of the Programme

**The programme equips participants to interpret, implement, audit and operationalise all four Labour Codes holistically.**

### ✓ Understand

- The legal philosophy, structure and intent behind each Code.
- Interplay between the Codes and how they impact existing HR/IR processes.
- Rationale for repealing 29 labour laws and integrating them into simplified Codes.
- Government expectations, enforcement mechanisms, and penalty regime.

### ✓ Assess

- Current organisational readiness.
- Gaps in wage design, contractor engagement, contractor engagement, HR policies, and documentation.
- Risks associated with misclassification of employees, supervisors, gig/platform workers.

## ✓ **Implement**

- Code-compliant wage structures aligned with the new “wages” definition.
- Revised Standing Orders, employment contracts, HR policies, and service rules.
- New registers, returns, and digital documentation formats.
- OSH norms including working hours, safety standards, and welfare facilities.
- Contractor governance mechanisms to ensure joint liability compliance.

## ✓ **Manage**

- Union expectations in the context of recognition, negotiating unions & strike notice norms.
- CIRM (Central Industrial Relations Machinery) expectations and alignment.
- Misconduct, domestic enquiry procedures & disciplinary frameworks under the new Code.
- Fixed Term Employment and its strategic use for workforce optimisation.
- Challenges around gig and platform workers and their social security integration.

## ✓ **Prepare**

- Code-based HR & IR policy suite for the organisation.
- A practical 30–60–90 day transition roadmap for implementation.
- SOPs, dashboards, and department-wise responsibilities.

# Who Should Attend?

- HR Heads, Senior HR Managers and Front-line HR Managers
- Industrial Relations & Labour Law Professionals
- Plant/Unit Heads & Factory
- Transformation Executives
- Payroll, Compensation & HR Operations Teams
- Line Managers managing workforce deployment
- Corporate Strategy & Managers

## Programme Highlights

- Expert simplification of complex Labour Code provisions into clear, actionable HR implications
- Led by a senior HR/IR leader with 34+ years of CPSE experience and 10+ years in academia
- Practical interpretation of statutory changes from an industry implementation perspective
- Focus on real organisational challenges: wage structuring, contractor governance, inspections etc
- Integrated understanding of all four Codes rather than fragmented legal theory
- Strong emphasis on compliance readiness and risk prevention
- Direct interaction, Q&A, and personalised problem solving with participants

## Programme Structure and Takeaways

### Day 1: Understanding the Codes & Organisational Preparedness

#### **Session 1: The New Labour Governance Framework**

- Evolution & objectives
- Central vs State rule implications
- Cross-cutting provisions
- Strategic risks & business impact

#### **Session 2: Code on Wages**

- Definition of wages – deep dive
- Impact on CTC and employer cost
- Floor wages and State variations
- Payment timelines, deductions & OT
- Wage restructuring workshop

### **Session 3: Social Security Code**

- Unified definition of employee
- PF, ESI, gratuity, maternity, gig/platform workers
- Employer reporting & liabilities

### **Session 4: Are Companies Ready? Diagnostic Workshop**

- Readiness checklist (80 points)
- HR documents audit
- Payroll & social security compliance mapping

## **Day 2: Industrial Relations & OSH Implementation Strategy**

### **Session 5: Industrial Relations Code**

- Standing Orders & thresholds
- Union recognition & negotiating unions
- Strikes, lockouts, retrenchment & closure
- Domestic enquiry role-play

### **Session 6: OSH & Working Conditions Code**

- Licensing & registration
- Working hours, safety, hygiene standards
- Contractor worker compliance
- Creche, leave, welfare requirements

### **Session 7: Implementation Issues Across Stakeholders**

- HR, line management, unions, contractors, labour authority
- Change management challenges
- Technology & ERP constraints

### **Session 8: Enterprise Roadmap for Compliance**

- 30–60–90 day change plan
- Policy rewriting
- SOPs, governance dashboard
- Penalty avoidance strategy

## **Pedagogy**

- Interactive lectures
- Case-based discussions
- Group exercises
- Peer learning
- Simulations & templates
- Real documentation review
- Policy drafting workshop



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## **Dr. Mamta Mohapatra**

Dr. Mamta Mohapatra is currently Professor of OBHR, Program Chair of PGDM Online Program and Chairperson of the Centre for Women Development at IMI, New Delhi. She has over two and half decades of experience in teaching, research, training and consulting activities in the areas of Human Resource Management, Industrial Relations and Organization Behaviour. Her prior assignments include Manager in Gregg's of Enfield, London. She has been involved in training and consultancy activities in mostly all major Maharatna, Navaratna and Miniratna PSUs as well as leading private sector organizations in India. She has trained more than 10,000 national and international participants from more than 70 countries working in Government, Public and Private sector Organizations. She is a certified HR Competency Assessor, NLP Practitioner and has acquired expertise and training skills from Harvard Business School on Participant Centered Learning with special focus on teaching through case method. She has to her credit a large number of published research articles in reputed journals and five books. In recognition of her contribution to the field she has received many accolades and awards including Best HR Faculty Award by NIPM.



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## DR. P. K. SAHU

DR. P. K. SAHU is a dynamic HR leader and academician with 34+ years in strategic HR & IR leadership at SAIL and 10+ years teaching at India's premier B-Schools (IMI Delhi, XIMB, NIT, GITAM, RIMS). Renowned for labour law expertise, policy formulation, collective bargaining, and industry-academia integration. A Professor of Practice-style practitioner combining corporate turnaround experience, academic rigour, and global exposure. Recipient of SAIL's Jawahar Award, SBM Gold Medal for HR Excellence, and Rashtriya Gaurav Award, with a proven record in shaping HR policy, mentoring future leaders, and driving national HR platforms.

His areas of expertise are Industrial jurisprudence, Employment/Industrial Relations, Labour Laws, Strategic HRM, Organisational Behaviour, Learning & Development, Compensation & Benefits.

Workshop Name	Program Director	Fees (inclusive of GST)	Start Date	Mode of Delivery	Register
Labour Codes: 2025: Compliance, Strategy & future-Proof HR Leadership	Prof. Mamta Mohapatra Prof. P.K. Sahu	<b>25,960/-</b>	26/2/26 and 27/2/26	IMI Delhi Campus	<a href="#">Register Now</a>

# About PGDM (Online)

IMI – a pioneer in PGDM offering with a legacy of 4 decades, also offers PGDM (Online) programme which is at par with any other MBA program.

PGDM (Online) offers you an understanding of management concepts equips you with leadership skills, steps you up with industry-specific knowledge. It is highly beneficial for candidates, working professionals, entrepreneurs as it offers flexible, career-focused, and cost-effective pathway to advanced management skills. The programs are designed to accommodate a busy schedule, allowing candidates to advance their careers without taking a break from their jobs and other personal and professional commitments.

Flexibility and convenience

**Anytime – Anywhere Learning:** Online PGDM programs provide flexible learning schedules that allow candidates to balance their studies with work, family, and other commitments.

Career growth and practical skills

**Industry-relevant curriculum:** The curriculum for Online PGDM programme is designed to reflect the latest market trends and business practices. Also gives you an opportunity to apply concepts learnt to their work in real-time.

**Diverse specializations:** Specializations offered are in regular streams like marketing, finance, human resources, evolving areas like - business analytics, supply chain, Data Science, ESG etc. This allows candidates to develop expertise in evolving new age subjects creating newer job opportunities for growth.

**Career advancement:** PGDM (Online) equips candidates with leadership and strategic skills that can lead to growth and higher-paying positions along with equipping them for skillsets for newer opportunities.

**Affordability and accessibility:** Online PGDM programme is more affordable and accessible and serves the job right for working professionals and candidates who wishes to continue learning while they earn or focus on other priorities.

**Access to expert faculty & Industry leaders:** Get an access to expert faculty and industry leaders as PGDM (Online) offers a blend of experienced academics and industry experts as faculty and guest speakers, providing students with high-quality instruction and knowledge.

## Considerations for PGDM (online) candidates

While offering many advantages, PGDM (Online) programme require self-motivation and discipline. And it offers you:

- **Networking Opportunities:** It offers you opportunities for networking through virtual forums, webinars, and alumni events. And also gives you diverse perspectives from industry, geography and profile of other candidates of the batch.
- **Career services:** Career assistance services is provided through alumni connects, counselling sessions and resume building and LinkedIn profiling. Cross collaboration amongst your peers also helps in exploring newer opportunities.
- **Technology reliance:** Candidates must have a reliable internet connection and the necessary devices to participate in a technology-driven learning environment.

**For more information on PGDM (Online); please visit – [www.imi.edu](http://www.imi.edu)**

And go to programs tab and click on PGDM (Online) for more programme related information.

# For Details & Queries, Please Contact:

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