

Post Graduate Programme in **Human Resources & Organisation Strategy**

Move Beyond Traditional HR - Learn to Build Organisations.

Developed and Taught with **AON**



16-month full-time
(MBA Equivalent)

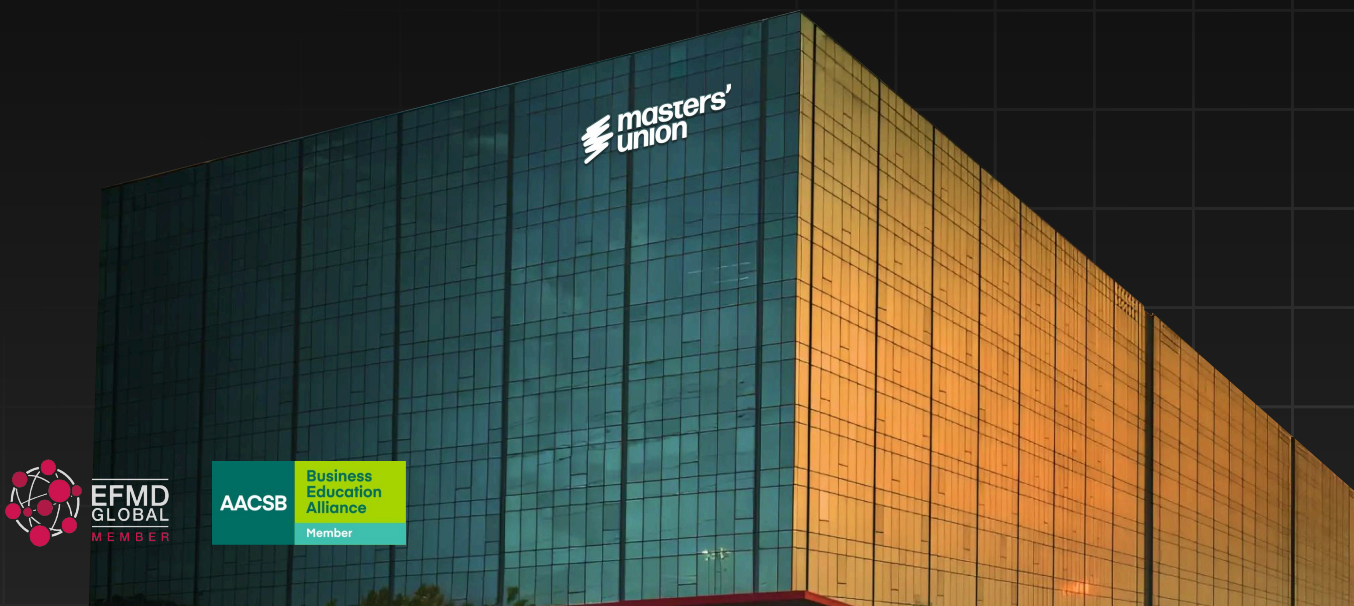
Industry-Led Curriculum

International & Domestic Internships
With Aon + Live Company Projects +
Certifications


About Masters' Union

Masters' Union is building the next generation of **business leaders through hands-on, practitioner-led learning.**

The PGP in HR&OS programme prepares you to become a business-first HR leader.




Media Coverage Box:




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“The CHRO has become one of the most strategic roles in modern companies - second only to the CTO in global demand.”

— *Harvard Business Review*




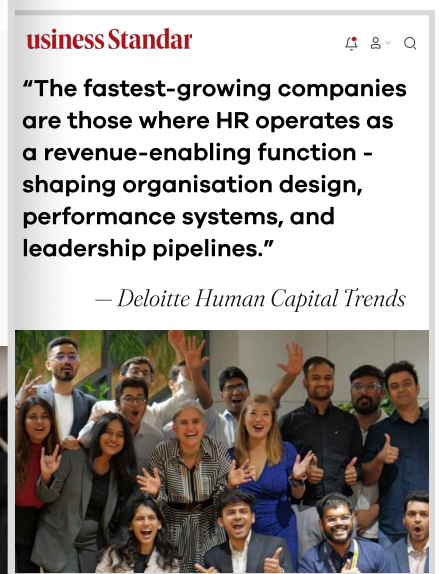


THE ECONOMIC TIMES Home ETPrime Markets Market Data

“AI, hybrid work, and multi-generational teams are redefining what HR means. Organisations now expect HR leaders to influence culture, productivity, and business strategy.”

— *McKinsey Future of Work Survey*

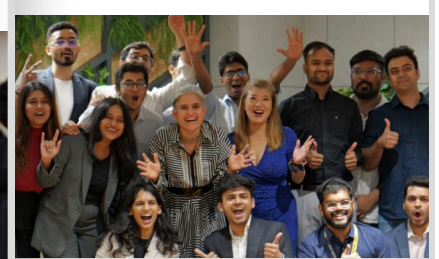




business Standard Home Profile Search

“The fastest-growing companies are those where HR operates as a revenue-enabling function - shaping organisation design, performance systems, and leadership pipelines.”

— *Deloitte Human Capital Trends*





Why HR & OS, Why Now

The world of work has changed forever, and continues to evolve rapidly.

AI, hybrid work, global mobility, and multi-gen teams have reshaped talent and culture.

Boards today are asking: "Who's building our culture? Who's growing and retaining our top talent?"

Traditional HR education ignores analytics, tech, and culture-scaling.

CHRO is now the #2 most in-demand global C-suite role after CTO.

This programme is designed for individuals who want to build organisations, and not just manage processes.

Who is this Programme for

Aspiring HR & People Leaders

Learn organisation design, hiring systems, culture-building, people analytics.

Fresh Graduates (0–11 Months)

Early Professionals (1-5 Years)

Candidates who view HR as a business function and are interested in organisation design, and leveraging data and technology to solve workforce challenges.



Learn by doing

Hands-on live projects that prepare you for the real world.



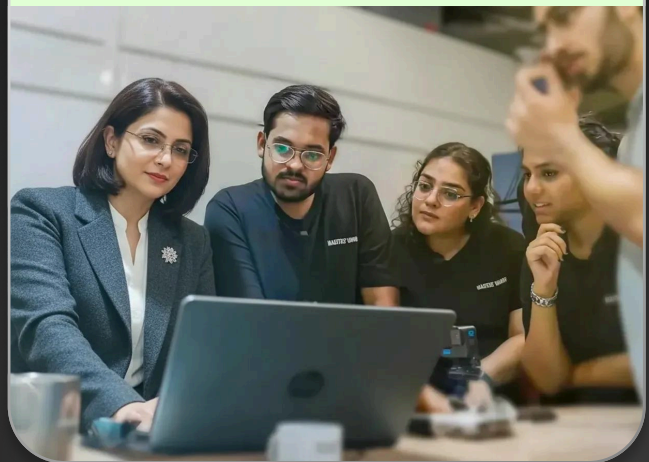
An entire term taught by leaders from Aon

Graduate with Globally-recognised Industry certifications. Learn from leaders who architect and scale people systems within high-impact organisations.



Lead a Talent Acquisition Sprint

Design assessments, source candidates, run interviews, and drive final selections for a real company.



Create an Employer Brand Campaign

Build career pages, content pipelines, social media narratives, and recruitment videos.



The Culture Audit Lab

Use interviews, sentiment dashboards, and analytics to diagnose culture gaps and present transformation plans.



Business-First + Hands-On Curriculum

A Business-First Curriculum Taught by People Who Build Organisations.

The HR&OS programme blends business education, organisation design, analytics, and culture leadership. Courses are taught by **CHROs, founders, MU faculty, and operators who have built teams at unicorns, global enterprises, and scaling startups.**



Interdisciplinary Learning with PGP-TBM

Your first two terms mirror the PGP-TBM programme - ensuring you build the same core foundations in business, strategy, analytics, finance, and operations as any general MBA graduate.

You learn alongside TBM students, work on shared projects, and solve cross-functional business problems, giving you the commercial fluency needed to operate as a true business partner.

By the time you enter your HR specialisation, you're not approaching HR as an isolated function - you're applying it with the depth of someone who understands markets, business models, financial drivers, and organisational strategy.

Curriculum

Term 1 (same as PGP-TBM)

Business Foundations

Build core business skills in economics, finance, marketing, and communication to lead people strategy with a strong business perspective.

In Class: Core Courses

- + **Communication and Self-Development:**
How to Give an Inspiring Speech
- + **Finance & Fintech:**
How to Read and Analyse Financial Statements
- + **Sales & Marketing:**
How to Advertise Without Spending Money
- + **Management & Strategy:**
How to Work Effectively in Teams
- + **Product & Tech:**
How to Set Up an E-commerce Website
- + **AI & ML:**
How to Master Prompt Engineering to Leverage Generative AI
- + **Liberal Arts:**
Shifting World Order & World Politics After 9/11 and Covid

Out Class:

- + **Dropshipping Challenge:**
From running marketing campaigns to managing supply chains, students build their own websites and compete for revenue

Term 2 (same as PGP-TBM)

Strategy and Growth

Learn strategy, analytics, and operations through hands-on problem solving and live simulations of workforce and organisational decisions.

In Class: Core Courses

- + **Communication and Self-Development:**
How to Manage Personal Finances?
- + **Finance & Fintech:**
How to Create an MIS for a Business
- + **Sales & Marketing:**
How to Execute CRO and Increase AOV
- + **Management & Strategy:**
How a Country's Economy Works
- + **Product & Tech:**
How to Develop a Product Mindset
- + **AI & ML:**
How LLMs & AI Actually Work
- + **Liberal Arts:**
How Countries Grow & Make Money

Out Class:

- + **Pre-Seed Cheque Challenge:**
Validate and present your startup idea to fight for 15+ Lakhs in pre-seed funding and build your Minimum Viable Product (MVP).
- + **LIVE Industry Immersion:**
Visit HQs of companies & startups to understand their HR processes.

Term 3

All courses in this term will be taught by leaders from **AON**

The Business of People

Develop expertise across people analytics, HR tech, and organisational design to influence enterprise-level decisions.

In Class: Core Courses

- + **Strategic Talent Acquisition & Employer Branding:**
How to build winning hiring strategies and employer brands that attract top talent.
- + **Learning & Capability Development:**
How to design learning systems that build future-ready skills and capabilities.
- + **Total Rewards 101:**
How to structure compensation and benefits to drive performance and retention.
- + **People Analytics & Data-Driven Decision Making:**
How to use people data and analytics to make informed workforce decisions.
- + **Leveraging Technology & Generative AI in HR:**
How to leverage HR technology and Generative AI to improve efficiency and outcomes.
- + **Talent Management & Retention Strategies:**
How to identify, develop, and retain high-impact talent across the organization.

Out Class:

- + **VIP – MVP:**
Transform classroom learning into a live, test-ready product for the gaming & sports market.
- + **HR Capstone Project:**
Solve a real-world HR challenge by applying end-to-end people strategy in a live business context.
- + **Lead a Talent Acquisition Sprint:**
Source candidates, design assessments, conduct interviews, coordinate hiring panels, and drive final selections as part of live projects with companies.

Term 4

People Strategy and Change Leadership

Develop strong capabilities in people strategy and change leadership to build agile, high-performing organisations that drive measurable business results.

In Class: Core Courses

- + **Long-Term & Short-Term Incentives Design:**
How to design incentive plans that align rewards with business performance.
- + **HR Business Partnering & Change Management:**
How to partner with business leaders to drive change and transformation.
- + **Organisational Psychology & Leadership Behaviour:**
How to apply behavioural science to build effective leaders and teams.
- + **HR in Startups vs Large Enterprises:**
How to adapt HR practices across startups and large enterprises at different growth stages.
- + **Organisation design and scaling culture:**
How to design organizational structures and cultures that scale with growth.

Out Class:

- + **VIP – GTM:**
Craft a powerful GTM strategy that showcases your edge, ensures smooth market entry, and delivers real value to users.
- + **Design an Employer Branding Strategy:**
Build career pages, social content, recruitment videos, and talent funnels. Use real funds to execute your plan.



Term 5

Strategic HR Leadership and Future of Work

Learn about employment law and develop strategic HR leadership capabilities to design future-ready organisations powered by data, technology, and agile workforce models.

In Class: Core Courses

- + **Future of Work:**
AI, Automation & Workforce 2040: How to prepare organisations for tech-led shifts.
- + **HR Leadership in the Boardroom:**
How to influence strategic decisions with people's insights.
- + **Legal, Ethics & DEI in Modern Workplaces:**
How to build compliant, fair, inclusive, and aligned work places with global standards.
- + **HR Consulting & Transformation:**
How to diagnose people's challenges, redesign processes, and deliver organisation-wide change.

Out Class:

- + **VIP – PMF:**
Sharpen your product, reduce CAC with smarter strategy, and demonstrate genuine user stickiness.
- + **Culture Audit Lab:**
Use interviews, analytics, and employee sentiment dashboards to identify culture gaps. Then present a transformation roadmap to early and late stage founders.
- + **Optional Domestic or International Immersion:**
Experience hands-on learning through national and international immersions that offer real-world industry exposure and global business insights..

Term 6-8

Live Industry Project/Internship/ICF Coaching Certification

Work directly with industry leaders to design and deliver impactful people and change initiatives across organisations.

Out Class:

- + People Strategy Capstone (LIVE company project) .
- + HR Consulting Lab (Advisory sprint with CHROs) .
- + Culture Audit Lab & Reflection.
- + International Coaching & Mentorship Certification (ICF Aligned).

Developed & Taught in Partnership with **AON**

→ **An Entire Term Taught by Leaders from Aon**

7 structured courses and live projects

→ **5 Domestic and 5 International Internships at Aon**

Learn how high-impact people systems are designed and implemented

→ **Learn from Industry Leaders**

Meet top CHROs and founders at Aon's flagship conference and the Aon HR symposium at Masters' Union.

→ **Graduate With a Globally - Recognised Certification from Aon**

Integrated into the programme curriculum.



Certifications + Industry Immersions

Graduate with Industry-Backed Certifications

Taught by practitioners who design and audit these systems in top companies.

Certifications include:

- Aon Rewards and Compensation Certification
- Workplace Coaching Certification (ICF-Aligned)
- HR Tech Systems (Darwinbox, SAP SuccessFactors, Rippling)

Domestic & International Immersions

Step into real organisations and global ecosystems to gain practical insight into how businesses and people systems operate at scale.



Careers & Outcomes

HR&OS students receive the full placement infrastructure of Masters' Union - identical in depth, structure, and rigour to the PGP-TBM programme. A dedicated placement pod for HR&OS will work exclusively with companies hiring for people strategy, HR analytics, CHRO office, HR tech, culture, and organisational design roles. The team will run personalised mentoring, CV workshops, mock interviews, domain prep, and company outreach, ensuring every student is guided toward the right roles. Our approach mirrors what has made MU's placements so successful: targeted employer partnerships, active sourcing, and deep support at every step - from skill-building to offer negotiation.

Where HR&OS Graduates Work:

- CHRO offices in scaling startups
- HR consulting roles (Big 4 + boutiques)
- People analytics & HR tech roles
- Talent, culture & organisation development teams
- Employer branding & L&D leadership
- HR transformation roles in large enterprises

Outcome: Business-first HR leaders ready to design organisations & scale culture.



Admissions & **Next Steps**

Eligibility:

- Bachelor's degree in any discipline
- Fresh graduates & early professionals
- Business curiosity + passion for people leadership

Selection Process:

- Online application
- MU BAAT (video-based creative assessment)
- Personal interview
- Final decision
- All students who receive an admissions offer will be automatically considered for a scholarship

Are You Ready to
Build the Future of Work?

Get in Touch with the Admissions Team

✉ admissions.hros@mastersunion.org

☎ +91 76695 86001

 **masters'
union**

The logo for Masters' Union, featuring a stylized icon of three horizontal lines on the left and the text "masters' union" on the right.

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