

Schedule for Cetking Lectures

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Lecture No.	Title	Focus Area	Status
1	Orientation + What B-Schools Look For	Overview	
2	Killer Resume Building	Profile Building + WorkEx/College	
3	All About JBIMS: Cutoffs, Placements, Life at JB	JBIMS Awareness	
4	Building Your Story: College to Career to Future Goals	Profile Building + SOP insights	
5	MHRD/MSc Finance at JBIMS: Is it for you? & Finance Basics	MSc Finance	
6	GD Basics: Structure & Strategy	Group Discussion	
7	Finance Fundamentals for Non-Finance Students	Finance / HR Knowledge	
8	Group Activity Simulation + Feedback	Group Activity / GD Practice	
9	Common Interview Questions 1 (Tell Me About Yourself, Strengths/Weaknesses)	Interview Skill Building	
10	Common Interview Questions 2 (Why MSc, Goals, etc)	Interview Skill Building	
11	What is Happening in the World of HR Finance? (News + Concepts)	Finance / HR Awareness	
12	Introduction to WAT + Practice Structure	WAT Essay Writing	
13	How to Write a Great SOP for MSc Finance / MHRD	SOP Writing	
14	WAT Live Practice + Review	WAT Essay Writing	
15	Interview Do's & Don'ts Dressing, Body Language & First Impressions	Interview Skill Building	
One 2 One	Final Interview 2 & WAT Simulation + Feedback	Telephonic Interview Practice	
One 2 One	Mock Interview Round 1 (with feedback)	Interview Skill Building	

Status	Course Title	Core Subject Classification	Specific GDPI Interview Topic
	Organizational Behavior - Individual Psychology	Human Resource Psychology	Determinants of personality, process of personality formation, personality types, and the application of trait assessments in corporate environments
	Organizational Behavior - Individual Psychology	Human Resource Psychology	Understanding perceptual processes, internal versus external attribution, and their direct effects on executive decision-making and work performance
	Organizational Behavior - Individual Psychology	Human Resource Psychology	Core metrics of job satisfaction, psychological frameworks of employee involvement, and tracking organizational commitment
	Organizational Behavior - Individual Psychology	Human Resource Psychology	Behavioral motives, classical and contemporary theories of motivation, and their practical applications for driving behavioral change
	Organizational Behavior - Individual Psychology	Human Resource Psychology	Functional sources and tactical uses of power, workplace political strategies, and organizational defense mechanisms
	Organizational Behavior - Individual Psychology	Human Resource Psychology	Frameworks of emotional intelligence, its relevance to workplace productivity, and managing emotional labor
	Organizational Behavior - Individual Psychology	Human Resource Psychology	Differentiating eustress from distress, the mechanics of General Adaptation Syndrome, identifying stressors, and corporate coping strategies
	Organizational Behavior - Individual Psychology	Human Resource Psychology	The behavioral impact of remote work, managing digital workspaces, cross-generational differences, and leveraging cultural diversity
	Fundamentals of Management Theory and Practice	General Management Principles	Structuring personal and organizational vision, mission, and values using frameworks like the Campbell & Yeung model
	Fundamentals of Management Theory and Practice	General Management Principles	Managerial leadership: trait approaches, charismatic leadership models, situational or contingency approaches, and adapting leadership behaviors to business contexts
	Fundamentals of Management Theory and Practice	General Management Principles	Navigating organizational conflict, the foundational principles of Organization Development (OD), and building a Learning Organization
	Fundamentals of Management Theory and Practice	General Management Principles	The link between human behavior and productivity, work method analysis, time studies, learning curves, and workplace health and safety ergonomics
	Strategic Human Resource Management	Strategic HRM Frameworks	Designing comprehensive HRM plans, mapping human capital as a strategic asset, and understanding competitive SHRM models
	Strategic Human Resource Management	Strategic HRM Frameworks	Workforce demand and supply forecasting, structural job analysis, succession planning frameworks, and modern talent acquisition methods

	Strategic Human Resource Management	Strategic HRM Frameworks	Training needs assessment, on-the-job versus off-the-job methodologies, microlearning, instructional design (ADDIE/SAM models), and evaluating ROI via Kirkpatrick's model
	Strategic Human Resource Management	Strategic HRM Frameworks	Designing competency-based PMS, mitigating appraisal errors, setting Key Result Areas (KRAs), implementing Performance Improvement Plans (PIPs), and performance counseling
	Strategic Human Resource Management	Strategic HRM Frameworks	Direct and indirect compensation architecture, reward strategies, HR auditing, HR Information Systems (HRIS), and the strategic use of HR Scorecards
	Strategic Human Resource Management	Strategic HRM Frameworks	Practical applications of HR Analytics, implementing Artificial Intelligence (AI) in HR functions, and Green HRM sustainability practices
	Industrial Relations and Labour Laws	Labour Jurisprudence & Employee Relations	Root causes of workplace grievances, model grievance procedures, conflict management, and legal termination processes
	Industrial Relations and Labour Laws	Labour Jurisprudence & Employee Relations	Trends in collective bargaining, Hicks' analysis of wage-setting, and the behavioral theory of labor negotiations
	Industrial Relations and Labour Laws	Labour Jurisprudence & Employee Relations	Structure, functions, and historical evolution of trade unions in India, central union organizations, and navigating contemporary union challenges
	Industrial Relations and Labour Laws	Labour Jurisprudence & Employee Relations	Workers' participation (WPM): works committees, joint management councils, shop/plant councils, and employee representation on corporate boards
	Industrial Relations and Labour Laws	Labour Jurisprudence & Employee Relations	Constitutional jurisprudence frameworks: legal admin structures, ILO impacts, tort liabilities, gender justice, and the thorough structural implementation of the POSH framework
	Industrial Relations and Labour Laws	Labour Jurisprudence & Employee Relations	Core Employment & IR Acts: Industrial Employment (Standing Orders) Act, Industrial Disputes Act, and the Trade Unions Act
	Industrial Relations and Labour Laws	Labour Jurisprudence & Employee Relations	Compensation & welfare statutory acts: Equal Remuneration Act, Payment of Wages Act, Minimum Wages Act, Payment of Bonus Act, and the Factories Act
	Industrial Relations and Labour Laws	Labour Jurisprudence & Employee Relations	Social security statutes: Employees' Provident Fund (EPF) Act, Workmen's Compensation Act, Employees' State Insurance (ESI) Act, Payment of Gratuity Act, and the Maternity Benefit Act
	Organizational Behavior - Group Dynamics	Advanced Group Dynamics	Stages of group development, group decision-making constraints, tracking roles, and building high-performing, cross-functional, or self-directed teams
	Organizational Behavior - Group Dynamics	Advanced Group Dynamics	Organizational culture and design: strong versus weak cultures, structural roles, managing role stress, hybrid work configurations, and driving corporate climate changes
	Performance Management	Employee Performance Optimization	Conceptual framework parameters: tracking corporate efficiency, operational effectiveness, and structural excellence via PMRS

	Performance Management	Employee Performance Optimization	Appraisal techniques: Management by Objectives (MBO), 360-degree appraisal systems, Key Result Areas (KRAs) mapping, and Performance Improvement Plans (PIPs)
	Performance Management	Employee Performance Optimization	Counseling and tracking operations: corporate performance review strategies, employee counseling techniques, and coaching behaviors
	Performance Management	Employee Performance Optimization	Talent management infrastructure: building individual development plans, performance culture metrics, and performance excellence models
	Learning & Development	Talent Development & Instructional Design	Strategic L&D setups: evolution patterns, aligning L&D initiatives with business metrics, and tracking skill gaps
	Learning & Development	Talent Development & Instructional Design	Learning options: on-the-job vs. off-the-job models, blended formats, gamification, and corporate microlearning applications
	Learning & Development	Talent Development & Instructional Design	Technology in training: implementation of Learning Management Systems (LMS), AI tracking tools, VR/AR, and adaptive learning spaces
	Learning & Development	Talent Development & Instructional Design	Instructional design systems: application of advanced instructional models like ADDIE and SAM frameworks
	Learning & Development	Talent Development & Instructional Design	Development models: corporate coaching strategies, mentor networks, succession pipelines, and building continuous learning cultures
	Learning & Development	Talent Development & Instructional Design	ROI tracking metrics: evaluating program returns using Kirkpatrick's and Phillips' ROI calculation models
	Leadership Development (IQ, EQ, SQ)	Advanced Corporate Leadership	Integrating Intellectual (IQ), Emotional (EQ), and Spiritual (SQ) intelligences to drive values alignment, ethical decision-making, and organizational resilience
	Diversity Equity Inclusion and Belongingness	Organizational DEI Metrics	Building the business case for Diversity, Equity, Inclusion, and Belongingness, managing implicit/systemic bias, intersectionality, and psychological safety