

MANAGEMENT DEVELOPMENT PROGRAMME

AI-Enabled HR: Rethinking People Decisions in the Age of Algorithms



Overview

AI is reshaping how organisations make people decisions from hiring and performance evaluation to capability building and employee experience. Yet most HR practitioners find themselves caught between the promise of AI and the complexity of applying it responsibly.

This intensive two-day programme is designed for mid- to senior-level HR practitioners who want to move beyond awareness and into thoughtful, practical application. Participants will examine how generic and agentic AI can augment, challenge, or complicate critical HR decisions and develop the judgment to know when to rely on AI and when to exercise human discretion.

Who Can Attend?

The programme is suitable for mid- to senior-level HR practitioners involved in the application of agentic AI in HR processes.

Key Topics Covered

Foundations: What AI actually does (pattern recognition, prediction, generation)

Core HR Decision Areas

- Talent Acquisition
- Performance & Feedback
- Learning & Capability Building
- Employee Experience & Engagement
- Work Design & Productivity
- Governance & Ethics
- Implementation Layer

Prof. Dr. Mihir Ajgaonkar

Programme Director

Associate Professor, Organisation and Leadership Studies
Director, Assessment and Development of Managerial and Administrative Potential (ADMAPP)

Mode of Delivery:

On Campus - Mumbai

Duration:

2 Days

Programme Dates:

Batch 1: 30 - 31 October, 2026

Batch 2: 19 - 20 March, 2027

Programme Fees:

INR 25,000+GST

10% Early Bird Discount and Group Discounts Available

Objective

Over two days, participants will engage with a set of critical HR decisions such as hiring, performance evaluation, capability building, and employee experience, and examine how generic and agentic AI can augment, challenge, or complicate these decisions. Through a combination of real-world scenarios, guided use of AI tools, and structured reflection, the programme enables participants to move beyond awareness to thoughtful application.

Pedagogy

The programme will be interactive and participative, and learning will be derived from case studies and live business examples.

Outcomes

- ✔ A clearer understanding of where generic and agentic AI can meaningfully enhance HR work
- ✔ Practical approaches to applying AI in selected HR processes
- ✔ Frameworks to evaluate when to rely on AI and when to exercise human judgment
- ✔ A set of actionable ideas they can pilot in their own organizational contexts

Certificate of Participation

A certificate of successful participation by S.P. Jain Institute of Management and Research (SPJIMR) will be issued to each delegate at the completion of the programme.



Connect with Us

 +91 8422888063

 mdp@spjmr.org

 www.spjmr.org

[Apply Now](#)

