LARSEN & TOUBRO

L&T EduTech

Leading the Future of the Modern Workforce

Company-Sponsored MBA Programme in Industrial Relations

Master the complexities of labor relations, compliance, and collective bargaining.

ABOUT KREA UNIVERSITY / IFMR GSB

IFMR GSB is the B-School at KREA University, propelled by IFMR's 55-year-strong legacy in the field of education and research, aided by KREA University's unique approach to pedagogy and instruction through Interwoven learning.

KREA University is backed by some of the finest minds from the world of Finance and Economics including Esther Duflo (Nobel Laureate), Raghuram Rajan (Former RBI Governor), Lakshmi Narayanan (Co-Founder, Cognizant), C S Venkatakrishnan (Barclays Group Chief Executive), Kalpana Morparia (Ex CEO, JP Morgan India), Raghu Sundaram (Dean of NYU Stern School of Business) and S Mahalingam (Former CEO & Executive Director of Tata Consultancy Services) among several other illustrious leaders. The current Chief Economic Advisor to the Government of India Dr Anantha Nageswaran was the Dean of IFMR GSB. IFMR GSB offers full-time and executive MBA programmes, 5-year integrated BBA-MBA programme, management development programmes for experienced professionals and a PhD programme.

Located on a 100-acre campus of which 42 acres are developed, in the heart of an integrated business city, Sri City, 70 km from Chennai, the IFMR GSB campus hosts state-of-the art learning, teaching and research facilities. Alongside the air-conditioned classrooms, and comfortable executive boarding and lodging facilities, the campus also houses spaces for recreation and sports. The HT Parekh Library at KREA University is recognised as a World Bank repository and houses a rich collection of over 28,500 books that also include 50 Indian and international journals in print and over 60000+ e-journals.

L&T EduTech: Building a Future-Ready Workforce

L&T EduTech, Larsen & Toubro's learning and skilling initiative, is closing the gap between education and employability by equipping students and professionals with industry-ready skills. Drawing on L&T's eight decades of global expertise in engineering, technology and innovation, it blends real-world case studies, virtual labs, hands-on projects, immersive learning experiences and industry-led masterclasses into a powerful skilling ecosystem.

Our goal is to create a skilled, adaptable workforce for core engineering and emerging domains such as electric vehicles, AI, digital construction, semiconductors and smart manufacturing. With 2,000+ programs, 125 institutional partners, 40 enterprise partners and over 4,00,000 learners impacted globally, L&T EduTech is transforming how India learns and works.

Become a future ready IR leader

Designed for Industrial Relations professionals, this company sponsored MBA programme empowers you to advance your managerial career and gain a competitive edge. For IR professionals aiming to influence and impact in a dynamic business environment, the programme builds managerial expertise across corporate functions, while enabling:

Take the next step to **transform your career and leadership journey** - with the knowledge, perspective, and skills to thrive in the global business landscape.

Specialised Course for Masters In Industrial Relations

IFMR GSB 2-year MBA Programme

MBA Programme Highlights:

Program Overview

- 2-Year MBA
- Specialization – Industrial Relations
- Capstone Master's Dissertation Project in the 2nd Year
- 8 Residential Contact Sessions of 9 days each: Every 3-4 months at IFMR GSB's Sri City campus. Totally, the participants would have 72 days of residential stay at the campus.

Eligibility

- GCTs (Graduate Commercial Trainees) and lateral hires in IR/ Site Administration roles, with at least 3 years of work experience, as on date of programme commencement
- Consistent academic performance with above 60% marks in X, XII and Graduation (Non-Engineering)
- Staff members in S-1 to M1-C cadre
- Age up to 35 years
- FAIR Rating 6 & Above
- Employees already holding a full time IR degree or diploma are not eligible

Selection Process

Examination & in-person interviews by IFMR GSB KREA University faculty for the participants nominated by L&T

Pedagogy

1. Blended programme – a combination of physical classes (65~70%) and online interactive live classes (30~35%)
2. The entire session will be delivered through case studies, simulations, lectures, live projects, etc.
3. The online sessions will be conducted every term on full-day basis for 5 Saturdays over 4 months
4. Learning will continue through online assignments/quizzes between contact classes

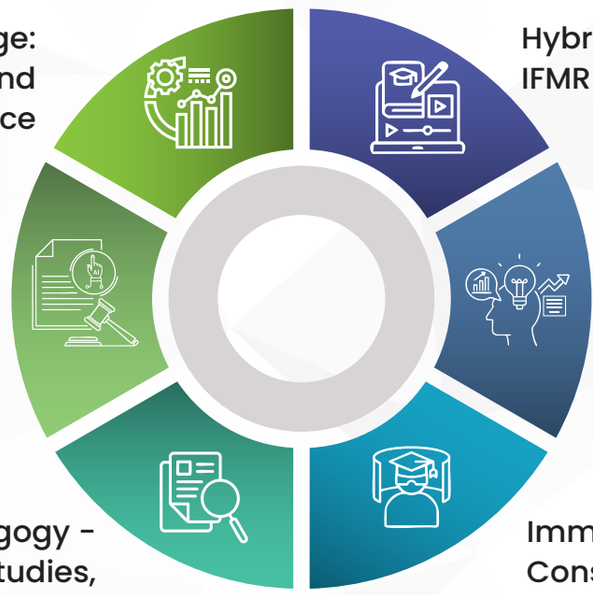
Evaluation

A. The examination evaluations would be graded by IFMR GSB, KREA University faculty teaching the respective courses. The examinations shall be Online or Offline based on mutual discussions and finalized between the IFMR GSB & L&T.

B. The Master's Dissertation will be evaluated by a panel of IFMR GSB, KREA University's faculty and L&T nominated supervisor.

C. At the end of the year, IFMR GSB, KREA University would submit the examination results to L&T, post which successful participants would be promoted to the next year/ complete the programme.

Knowledge Wheel



The Executive Edge: Data Analytics and Executive Presence

Hybrid Learning - UGC-Approved. IFMR-Led. Industry-Validated.

Law meets AI – Applications in Industry Relations

360° Academic & Practitioner Insights - Landmark Judgments

Action-Oriented Pedagogy - Real-world case studies, Role Plays, Simulations

Immersive Learning – Constitutional & Legal Fundamentals.

A Curriculum Built for Tomorrow

1st Year Core Courses	
S.NO	Name of the Course
C1	Human Behaviour in Organisations
C2	Marketing Management
C3	Accounting for Management
C4	Managerial Economics
C5	Strategic Management
C6	Statistics for Managers
C7	Business Communication
C8	Data Analytics and AI
C9	Operations Management
C10	Corporate Finance
C11	Human Resource Management
C12	Business Ethics

Industrial Relations Courses	
S.NO	Name of the Course
IR 1	IR Code-Employment Relations Law I
IR 2, 3	Wage & Social Security Code – ERL II & III
IR 4	Ocupational Health & Safety Code-LaborLaw
IR 5	Introduction to Industrial Relations
IR 6	Introduction to Personnel Management
IR 7	Wage Determination and Administration
IR 8	Collective Bargaining and Negotiation
IR 9	Grievience Resolution
IR 10	Industrial Jurisprudence
IR 11 & 12	Labour Law Applns & Managing Redundancies
EL1-5	5 No.s NPTEL Courses-2 in Year 1 and 3 in Year 2 mutually decided

IMPORTANT NOTE:

In addition to the above in the 2nd Year the students would undertake a Project equivalent to a subject The students collectively decide on 5 electives from the list of subjects offered by NPTEL- Mutually agreed upon by faculty and participant. The advanced core and elective options are indicative and tailored to the requirements of the batch at the end of the first year.

**Course offerings are indicative and subject to change*

Selection Process

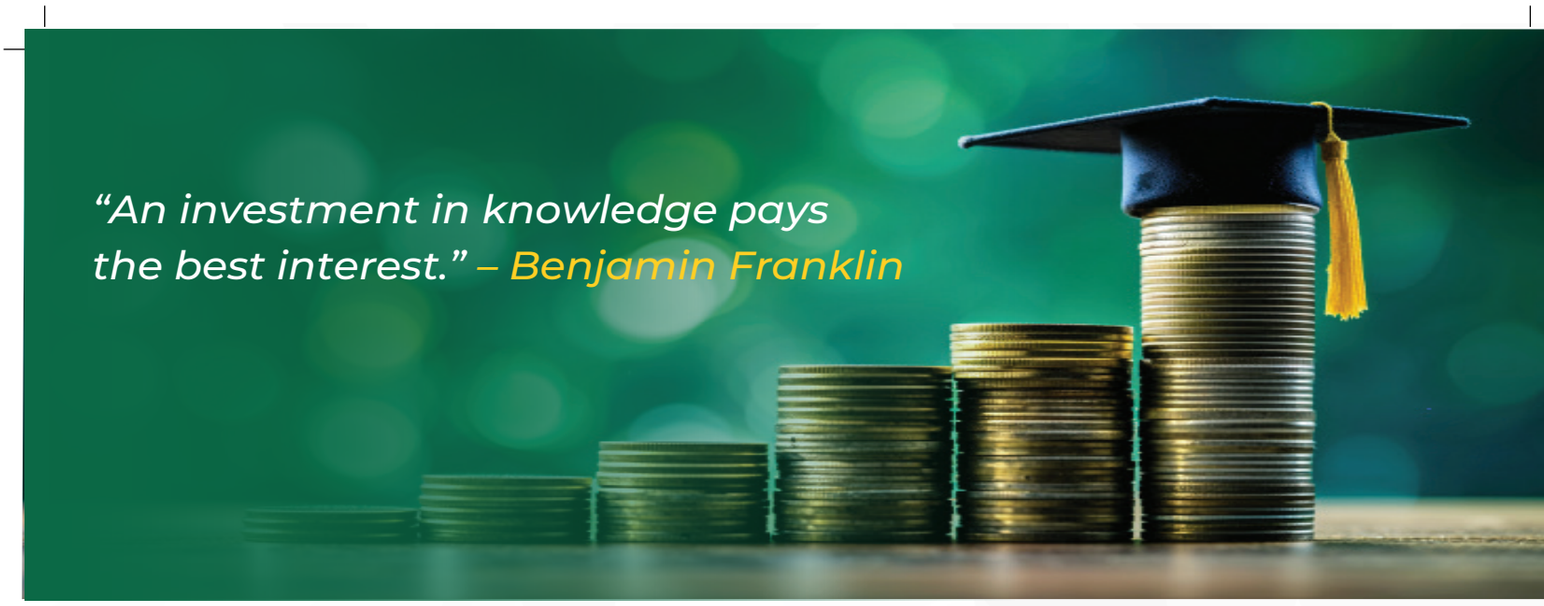
- Receiving nominations from ICs
- Online Written Test & Online Interview by IFMR GSB
- Documentation (Indemnity Bond) & Institute On-boarding

Pre-Nomination Commitment by the Nominee & his / her IS prior to nomination:

- Commitment towards fulfilling program requirements & attending contact classes
- Commitment towards timely completion of related projects & assignments
- Commitment towards consistent good performance

Investment in the Course

- The course fee for the Programme is Rs. 5.6 Lakhs which includes the tuition fees, prescribed textbook fee and boarding & lodging expenses.
- The Scheme will operate on an investment sharing model between the Company and the staff member.
- The staff member will bear 1/3rd of the course fees, and has an option to pay their share as a lump sum at the beginning of the programme or can choose to avail as an interest-free loan from the company.
- The loan will be recovered from the salary in 24 equal monthly instalments from the month of course commencement.



Leave for Contact Classes

To partly compensate for the absence of the participating employee from the workplace, one-third of the total duration of the contact period will be debited to the respective PL accounts. The balance two-thirds will be treated 'On Duty' by the Company.

- Total duration of contact period (72 days)
- 24 days will be deducted from the respective PL accounts
- 48 days will be treated as 'On Duty' by the company

Award of MBA Degree

On successful completion of the programme, MBA degree, approved by UGC, will be awarded to the candidates by KREA University.

Undertaking and Repayment Obligation

- As a condition precedent, the employee shall be required to execute a Deed of Undertaking to complete the course satisfactorily and to continue in service with the organization for a minimum period extending up to three years thereafter.
- In case the employment of the employee with the organization comes to an end for whatever reason, during the currency of the Bond, he/she shall be liable to pay the organization the following amounts:

On ceasing to be in employment	Liquidated damages payable
Before Completion of the course	Outstanding Loan + 100% Co. Contribution
During First Year after Completion of the Course	Outstanding Loan + 75% Co. Contribution
During Second Year after Completion of the Course	Outstanding Loan + 50% Co. Contribution
During Third Year after Completion of the Course	Outstanding Loan + 25% Co. Contribution

"The more that you read, the more things you will know. The more that you learn, the more places you'll go."
Dr. Seuss

Contact:

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