

# Electives

*Inter-disciplinary **Liberal Arts**  
courses designed for job  
market **2030***

**Dr. Payal Dey**

Humanities and Liberal Arts

IIM Bodh Gaya

# Overview of Courses

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## MBA

Policy Design for Future-  
Proofing Work: 1.5 Credits

- Term IV

Systems Thinking and  
Policy Advise: 1 Credit

- Term VI

# Backdrop of the Courses: Key Objectives



**‘Public Policy’ as an academic discipline has garnered attention in India in the last 10-15 years.**

- As a sub-field of ‘Political Science’, best suited to **‘Liberal Arts’** and Humanities discipline in a B-School.

- Courses on public policy offered in Top-IIMs (**ABC**), **Lucknow, Indore, Kashipur, Rohtak, Kozhikode** with some IITs opening schools and centres (**IIT Delhi, Bombay, IISc, ISB**, etc.)



**Public Policy as a ‘bridging factor’ between tradition roles in the job market versus influences of ‘Future of Work’**

Working Closely with **Public Policy Club, IIMBG**



**Development, social policy and regulations including multi-sectoral and interdisciplinary analysis would be the key ingredients of the course coupled with on-going interaction with experts and real-world application.**

**Capstone Project as an Evaluation Component: Mentorship by Industry Experts.**



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# Jobs with Public Policy Skills and Training: (Select) Options

**Think Tanks and Research Organizations** (ORF - Observer Research Foundation), Centre for Policy Research (CPR), IDFC Institute, NITI Aayog)

**Public Sector** (Government departments, NITI Aayog, and regulatory bodies like TRAI, SEBI, and RBI)

**Corporate Social Responsibility (CSR) and Corporate Affairs** (Tata Trusts, Reliance Foundation, corporate entities)

**Development Sector and NGOs** (Pratham, SEWA, Azim Premji Foundation)

**Consulting Firms** (Deloitte, PwC, KPMG, Ernst & Young)

**International Organizations and Multilateral Agencies** (UNDP, World Bank, WHO, Asian Development Bank)

# List of Companies with Policy & Regulatory Roles at IIMBG

Company Name	Job Role
<b>NSE (National Stock Exchange)</b>	Business Analyst – Regulatory Compliance
<b>Mercados Energy Markets</b>	Analyst – Energy Policy & Regulation
<b>CAMS</b>	Operations Leader – Financial Compliance
<b>Deloitte</b>	Financial Consultant – Regulatory Advisory
<b>Bajaj Broking</b>	Executive Assistant to MD – Policy & Compliance
<b>JIO BP</b>	Manager – Energy & Environmental Policy
<b>Alliance Insurance</b>	BD Manager – Insurance Regulations
<b>Euromonitor</b>	Research Associate – Policy Impact Analysis
<b>HSBC</b>	Financial Operations – Regulatory Compliance
<b>IDBI Bank</b>	Trade Finance – Policy & Risk Management
<b>Accenture</b>	SAP Sustainability Consultant – ESG & Compliance
<b>IREDA</b>	Executive Trainee (Finance) – Renewable Energy Policy
<b>Jeevika</b>	Management Trainee – Public Policy & Development
<b>Alliance Insurance Brokers</b>	BD Manager – Health Insurance & Managed Care
<b>Kotak Life</b>	Sales & Business Development – Healthcare Policy
<b>Lords Mark Insurance</b>	Relationship Manager – General Insurance Regulations
<b>Mangalam Electricals</b>	ERP Functional Analyst – Regulatory Compliance
<b>Mediversal</b>	PPO-MT – Healthcare Policy & Digital Records
<b>IFA global</b>	Treasury BD
<b>Bharat Forge</b>	Operations, Sales & Marketing
<b>TATA Power</b>	Management Trainee- Procurement, Sales and marketing, HR, IT & Analytics
<b>Oorjan Cleantech</b>	Sales and Marketing

# Increase in Public Policy Roles in last 15 Years: Scope for Future

**Think Tanks and Research Organizations:** Increased by approximately **300-400%** - many new organizations established and existing ones expanding their workforce.

**Development Sector and NGOs:** Growth of around **200-250%**, fueled by increased funding, international partnerships, and new areas of focus like climate change, education, and health.

**CSR and Corporate Affairs:** Growth of approximately **150-200%**, especially after the 2013 Companies Act mandated CSR spending.

**Government and Public Sector Jobs:** Moderate increase of about **50-100%**, with the growth driven by initiatives like Digital India, Smart Cities, Renewable Energy, and health-related programs.

Overall growth of **200-300%** over the last 15 years.

- significantly influenced by increased investments, policy interventions, and the expanding scope of governance and development.
- will continue to expand due to geopolitical uncertainties, India's prominence in international trade, positive global perception and growing domestic manufacturing.

# Policy Design for Future-Proofing Work

## Term IV: 1.5 Credits

- No prerequisites.
- Blend of lectures, case discussion, guest lectures and **Capstone Project**.
- **Suggested Topics for Sessions:** The Future of Work: Workforce Disruptions and Emerging Job Roles; Policy Frameworks for Workforce Resilience; Policy Responses to Geopolitical Shifts and Workforce Mobility; Policy Process, Governance Systems and Regulation of Businesses; Applied Theories of Policy Analysis for Future of Work; Policy Analysis for Managers and Functional Areas; Policy Design and Consulting for Adaptive Leadership; AI, Automation and Job Redesign; Policy Innovations for Entrepreneurial Growth; Policy Shifts: Multilateralism, Media and Green Jobs.
- Evaluation with 50% component on Capstone Project with industry experts.
- Opportunity to work on real-world assignments of national, global and business importance alongside public and private sector experts, solving a problem faced by community with business intervention.
- The subject would be interdisciplinary, including work-integrated learning, virtual simulations and collaboration with other study groups from National Institutes of Importance, Institutions of Excellence and top international Universities.

## Why Take the Course?

- ✓ The **'Future of Work'** would be shaped by public policy playing a crucial role in regulating the labour market and building economic resilience for technological advancements and evolving job landscape.
- ✓ Training for roles in businesses, management consultancies, governments, public-private partnership and gig projects, fuelled by emerging technologies and sectors.
- ✓ Preparedness for blurring traditional MBA career paths and emergent areas of sustainability, climate, green transition, DEI, AI and Automation; justifying strong policy influences.
- ✓ Industry exposure through Capstone Projects.



# Systems Thinking and Policy Advise

## MBA Term VI: 1 Credit

- Open to students who have taken the preliminary course, i.e. **Policy Design and Future-Proofing Work** (Term IV).
- Course would be a blend of lectures, simulation exercises, guest lectures, live project and a field visit.
- Suggested Topics for 6+1 Sessions: **(1)** Introduction to Systems Thinking, **(2)** Developing Causal-Loop Diagrams, **(3)** Simulation Exercises on Applied Problems, **(4)** Policy Analysis: Session I and II, **(5)** Communicating Public Policy and Policy Advise.
- Evaluation of the course would be majorly on the Capstone Project. There will be no written examination for this course.
- **Mentor-driven Capstone Project for each Student:** Opportunity to work on real-world assignments of national, global and business importance alongside public and private sector experts; or applied community service project (may include field visits).

## Why Take the Course?

- ✓ **Make Better Strategic Decisions** – Understand long-term consequences and unintended effects.
- ✓ **Navigate Complex Business Challenges** – Solve multi-dimensional problems in dynamic environments.
- ✓ **Drive Organizational Change** – Identify leverage points for innovation and transformation.
- ✓ **Enhance Risk Management** – Anticipate cascading effects of financial, operational, and geopolitical risks.
- ✓ **Lead Cross-Functional Teams** – Foster collaboration across diverse business functions.
- ✓ **Get Mentorship** from leading global experts.

# Proposed Partners and Mentors - Blend of Projects across all MBA (Major) Functional Areas

## Partner Firms for Capstone Projects (Select)

- Deloitte
- Jeevika (J-WiRES)
- World Bank
- NITI Aayog
- TATA Power
- TATA Trusts
- IREDA
- Bill & Melinda Gates Foundation
- Public Health Foundation of India
- Hamara Grid
- Government of Bihar
  - Bihar State Biodiversity Board
  - Planning and Development Department
  - Bihar Agriculture Management & Extension Training Institute
  - Bihar Institute of Public Administration and Rural Development

## Mentors for Systems Thinking

- Prof. Jayendran Venkateswaran, Professor, IIT Bombay
- Dr. K. Dinesh, Assistant Professor, Jindal Global Business School (PhD, IIT Delhi)
- Mr. Omkar Buwa, PhD Scholar, IIT Bombay
- System Dynamics Society, Massachusetts Institute of Technology
- Mr. Arun Maira, Management Consultant and Former Member, Planning Commission of India

# About the Instructor

- PhD (Public Policy, Strategy and Energy Access) – **IIT Delhi** (Fulbright Awardee at **Massachusetts Institute of Technology**)
- MSc (Public Policy and Administration) – **London School of Economics and Political Science (LSE)**
- MBA (Finance, Banking and Insurance) and BBS – **India (Panjab University and University of Delhi – Shaheed Sukhdev College of Business Studies)**
- Schooling from Sanskriti, New Delhi – 15 years of work experience including Government of India (Ministry of Finance, NITI Aayog, and Department of Biotechnology), think tanks and independent projects funded by the U.S. Department of State (Energy Resources), ASEAN Secretariat, Asian Development Bank, USAID, etc.
- More on [Payal Dey – Indian Institute of Management Bodh Gaya; www.payaldey.in](http://www.payaldey.in)

Further reads for clarity on these courses:

- [Science-policy advisers shape programmes that solve real-world problems - Nature](#)
- [Careers in Public Policy – The Hindu](#)
- [Resources at LSE](#)
- [Ask an MIT Professor: What Is System Thinking and Why Is It Important?](#)