

€ TRAINING

Conference on Human Resources
Development and Personnel Management





Conference on Human Resources Development and Personnel Management

Introduction:

This conference delves into essential principles and practices in human resources management HRM, equipping participants with foundational knowledge and practical skills necessary to excel in HR roles within organizations.

Conference Objectives:

By the end of this conference, participants will be able to:

- Understand the fundamental concepts and theories of HRM.
- Apply effective recruitment, selection, and onboarding strategies.
- Develop and implement training and development programs.
- Design performance management systems and compensation structures.
- Navigate employee relations, legal compliance, and workplace diversity.

Target Audience:

- HR professionals and practitioners.
- Managers and supervisors involved in HR functions.
- Business owners and entrepreneurs seeking HR management skills.

Conference Outline:

Unit 1:

Introduction to Human Resources Management:

- Overview of HRM principles and practices.
- Role and significance of HRM in organizational success.
- Evolution of HRM and current trends.
- Legal and ethical considerations in HRM.
- Importance of HR metrics and analytics.

Unit 2:

Recruitment and Selection:

- Strategic workforce planning.
- Job analysis and description development.
- Recruitment methods and strategies.
- Selection processes and techniques.
- Steps for Onboarding and orientation programs.

Unit 3:

Training and Development:

- Needs assessment and training gap analysis.
- Designing effective training programs.
- Delivery methods: classroom, online, on-the-job training.
- Evaluating training effectiveness.
- Career development and succession planning.

Unit 4:

Performance Management and Compensation:

- Performance appraisal systems.
- Goal setting and performance metrics.
- Providing feedback and coaching.
- Compensation strategies and structures.
- Benefits administration and employee wellness programs.

Unit 5:

Employee Relations and Legal Compliance:

- Employee engagement strategies.
- Managing employee relations and conflict resolution.



- Workplace diversity and inclusion initiatives.
- Overview of employment laws and regulations.
- Workplace health and safety measures.