€TRAINING

Advanced Human Resource Management

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Introduction:

This training program delves into advanced strategies and contemporary approaches in Human Resource Management HRM, enabling professionals to stay ahead in a dynamic environment. It empowers participants to implement effective HRM practices and drive organizational success.

Program Objectives:

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

- Master advanced HRM techniques and strategies.

- Align HRM practices with organizational goals and culture.

- Develop and implement innovative HR policies and procedures.

- Utilize data-driven approaches for effective decision-making in HRM.

- Lead organizational change initiatives with a focus on HRM.

Targeted Audience:

- Senior HR Professionals.

- HR Managers and Directors.

- Organizational Development Specialists.

- Talent Management Professionals.

- HR Consultants.

Program Outline:

Unit 1:

Strategic HRM:

- Understanding the role of HRM in strategic planning.

- Aligning HR strategies with business objectives.

- Developing HR policies that support organizational goals.

- Strategic workforce planning and talent management.

- The impact of globalization on HR strategies.

Unit 2:

Advanced Recruitment and Selection:

- Innovative recruitment strategies for attracting top talent.

- Advanced techniques in candidate assessment and selection.

- Enhancing the candidate experience throughout the recruitment process.

- Building a strong employer brand.

- Best practices in onboarding and integration of new hires.

Unit 3:

Performance Management Systems:

- Designing effective performance management systems.

- Linking performance management to organizational success.

- Implementing 360-degree feedback systems.

- Performance appraisal techniques and challenges.

- Using performance data for employee development.

Unit 4:

Talent Management and Succession Planning:

- Identifying and developing high-potential employees.

- Creating and implementing succession plans.

- Strategies for retaining top talent.

- The role of leadership development in talent management.

- Measuring the success of talent management initiatives.

Unit 5:

Compensation and Benefits Management:

- Designing competitive compensation packages.

- Implementing effective benefits programs.

- Understanding the impact of compensation on employee motivation and retention.

- Equity and fairness in compensation.

- Trends in global compensation and benefits management.

Unit 6:

Employee Relations and Conflict Resolution:

- Building positive employee relations.

- Techniques for resolving workplace conflicts.

- Managing disciplinary and grievance procedures.

- The role of HR in maintaining a harmonious work environment.

- Legal aspects of employee relations.

Unit 7:

HR Analytics and Data-Driven Decision Making:

- The importance of data in HR decision-making.

- Tools and techniques for HR analytics.

- Leveraging data to improve HR processes.

- Predictive analytics in HRM.

- Case studies on successful use of HR analytics.

Unit 8:

Organizational Development and Change Management:

- The role of HR in driving organizational change.

- Techniques for managing change in organizations.

- Building a culture of continuous improvement.

- HR's role in organizational development initiatives.

- Case studies on successful change management.

Unit 9:

Learning and Development Strategies:

- Designing effective training and development programs.

- Implementing learning management systems LMS.

- Evaluating the effectiveness of training programs.

- Career development and employee growth.

- The role of HR in fostering a learning culture.

Unit 10:

Global HRM and Cross-Cultural Management:

- Managing HRM in a global context.

- Understanding cross-cultural differences in HR practices.

- Strategies for managing a global workforce.

- Legal and ethical issues in global HRM.

- Case studies on successful global HRM strategies.