

# € TRAINING

Human Resource Management and Career  
Development





# Human Resource Management and Career Development

## Introduction:

This training program delves into advanced strategies and contemporary approaches in HR management and career development, enabling professionals to stay ahead in a dynamic environment. It empowers participants to implement effective HR practices and drive organizational success.

## Program Objectives:

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

- Understand the latest trends in human resource management and strategic HR planning.
- Develop and implement career development plans and modern performance management systems.
- Enhance employee engagement and foster a culture of continuous learning and development.
- Apply effective recruitment strategies and design balanced compensation structures.
- Manage organizational change, ensure HR compliance, and address legal considerations.

## Targeted Audience:

- HR Managers.
- HR Specialists.
- HR Consultants.
- Organizational Development Professionals.
- Senior HR Executives.

## Program Outline:

### Unit 1:

#### Emerging Trends and Strategic HR Planning:

- Understanding current HR trends and their impact.
- Technology's role in shaping HR practices.
- Globalization and its influence on HR strategies.

- The rise of remote and flexible work arrangements.
- Data-driven decision-making in HR.
- Developing a comprehensive HR vision and strategy.
- Analyzing internal and external HR environments.

## Unit 2:

### Career Development and Performance Management:

- Importance of career development.
- Techniques for identifying career paths.
- Implementing career development plans.
- Role of mentoring and coaching in career development.
- Evaluating and monitoring career progress.
- Implementing effective performance management systems.
- Setting and evaluating performance metrics.

## Unit 3:

### Enhancing Employee Engagement and Organizational Development:

- Techniques for improving employee engagement.
- Leveraging technology to enhance engagement.
- Creating a positive workplace culture.
- Measuring and analyzing engagement levels.
- Addressing disengagement and turnover.
- Aligning HR strategy with business objectives.
- Fostering a culture of continuous learning and development.

## Unit 4:

### Effective Recruitment and Compensation Management:

- Techniques for attracting top talent.

- Using AI and automation in recruitment.
- Building a strong employer brand.
- Enhancing candidate experience.
- Designing compensation and benefits structures.
- Strategies to motivate employees.
- Balancing compensation, benefits, and job satisfaction.

## Unit 5:

### Change Management, HR Compliance, and Legal Considerations:

- Strategies for managing change in organizations.
- Overcoming resistance to change.
- Engaging employees in the change process.
- Understanding HR-related laws and regulations.
- Implementing HR policies compliant with laws.
- Managing legal disputes in the workplace.
- Latest legal updates in HR.