

€ TRAINING

Understanding Human Performance



8 - 19 September 2024
Manama (Bahrain)
Fraser Suites Seef Bahrain



Understanding Human Performance

REF: H90 DATE: 8 - 19 September 2024 Venue: Manama (Bahrain) - Fraser Suites Seef Bahrain Fee: 8375 Euro

Introduction:

This training program delves into the key factors that influence human performance in the workplace, exploring psychological, physiological, and environmental elements. It empowers participants to understand and enhance employee performance, leading to improved productivity and organizational success.

Program Objectives:

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

- Identify the key factors that influence human performance.
- Analyze the impact of psychological and physiological factors on employee behavior.
- Implement strategies to optimize performance in various work environments.
- Understand the role of motivation and engagement in enhancing performance.
- Develop interventions to address performance gaps and improve productivity.

Targeted Audience:

- HR Professionals.
- Performance Managers.
- Team Leaders.
- Organizational Development Specialists.
- Workplace Health and Safety Officers.

Program Outline:

Unit 1:

Introduction to Human Performance:

- Definition and scope of human performance.
- Historical perspectives on performance management.
- The significance of understanding human performance in the workplace.

- Overview of factors influencing performance.
- Case studies on human performance challenges.

Unit 2:

Psychological Factors Affecting Performance:

- Cognitive processes and their impact on work behavior.
- The role of emotions in performance.
- Understanding motivation theories and their application.
- Personality traits and performance outcomes.
- Techniques for enhancing psychological resilience.

Unit 3:

Physiological Factors in Human Performance:

- The importance of physical health in workplace performance.
- Sleep, nutrition, and exercise: Their effects on productivity.
- Ergonomics and physical well-being.
- Managing fatigue and promoting sustainable work practices.
- Integrating wellness programs into organizational culture.

Unit 4:

Environmental Influences on Performance:

- The impact of physical work environment on performance.
- Designing ergonomic and productive workplaces.
- The influence of noise, lighting, and temperature on employee behavior.
- Environmental stressors and coping mechanisms.
- Strategies for optimizing work environment conditions.

Unit 5:

Organizational Factors and Performance:

- The role of leadership in influencing performance.
- Organizational culture and its impact on employee behavior.
- Managing change and its effects on performance.
- Team dynamics and collaboration in achieving high performance.
- Case studies on organizational interventions.

Unit 6:

Performance Measurement and Assessment:

- Key performance indicators KPIs and metrics.
- Tools and techniques for measuring human performance.
- Conducting performance appraisals and feedback sessions.
- Using data to identify performance gaps.
- Continuous improvement through performance assessments.

Unit 7:

Enhancing Motivation and Engagement:

- Strategies for boosting employee motivation.
- The role of intrinsic and extrinsic rewards.
- Employee engagement: Techniques and tools.
- Building a culture of recognition and appreciation.
- Addressing disengagement and re-engagement strategies.

Unit 8:

Addressing Performance Gaps:

- Identifying and analyzing performance deficiencies.
- Developing targeted interventions to close performance gaps.
- Implementing performance improvement plans.

- Monitoring and adjusting interventions for effectiveness.
- Best practices for managing underperformance.

Unit 9:

Leveraging Technology for Performance Enhancement:

- The role of technology in supporting human performance.
- Tools for monitoring and analyzing performance data.
- Integrating AI and machine learning into performance management.
- Using digital platforms for continuous learning and development.
- Future trends in performance technology.

Unit 10:

Sustaining High Performance:

- Building a culture of continuous improvement.
- Encouraging lifelong learning and development.
- Strategies for maintaining high levels of performance over time.
- Leadership's role in sustaining performance excellence.
- Long-term planning for organizational success.