

€ TRAINING

Advanced Strategies In selection,
Recruitment, Disciplinary Systems and
Termination

A group of four smiling business professionals (two men and two women) are seated at a table in a meeting room. They are all wearing white shirts. The woman in the foreground is wearing a black top and a multi-strand necklace. The background is a bright, modern office environment.

19 - 23 August 2024
Barcelona (Spain)



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REF: H2421 DATE: 19 - 23 August 2024 Venue: Barcelona (Spain) - Fee: 5565 Euro

Introduction:

One of the common mistakes that human resources managers make is to focus on meeting labor needs in the short term, more than labor in the long term. This non-strategic approach makes the organization face painful surprises in providing labor in terms of number and characteristics and makes the human resources department director have to deal with a group of successive crises, which is an ineffective approach that makes the organization act by relying on a reactionary method, and this course is only an attempt to present an advanced strategy stemming from modern trends in the processes of selection, employment and recruitment, and a presentation of the systems for creating a list of sanctions and disciplinary sanctions.

Course Objectives:

- Gain the ability to develop human resources by paying attention to modern methods of selection, appointment, and employment processes.
- Learn about the latest human resources work mechanisms and best practices in evaluating and evaluating performance.
- Changing their attitudes toward effective performance and efficient thinking.
- Effectively designing the basic and main rules of the sanctions and sanctions regulations.
- Preparing plans for excellence in the performance of human resources management in accordance with comprehensive quality standards.

Targeted Audience:

This course is suitable for:

- Managers and heads of human resources and personnel departments.
- Directors and heads of departments of training and human resources development departments.
- Employees of personnel and human resources departments and departments.
- Those interested in training and employment affairs.
- Legal affairs and investigations.
- Anyone who finds himself in need of this course and wants to develop his skills and experience.

Course Outline:

Unit 1: Important concepts in human resources management

- Introduction to important concepts in human resources management.
- The role of human resources in contemporary organizations.
- Human resources as effective intellectual capital.
- The importance of human resources as a competitive input to the GATT agreements.
- The most important recent trends in human resources management practices

Unit 2: Human Resources Planning

- Modern organizational structure for human resources planning data.
- Advanced methods in forecasting labor needs.
- Integrated framework for human resources planning

Unit 3: Advanced Foundations in Selection and Recruitment

- Objective foundations for determining selection and recruitment processes.
- The basic stages of selection and recruitment processes.
- Modern standards required in selection and recruitment processes.
- The practical and scientific importance of job analysis in recruitment and hiring processes.
- Methods of preparing and reviewing job descriptions and skills necessary for filling positions and selection.
- Modern mechanisms for selection, recruitment, and recruitment processes

Unit 4: Financial compensation and disciplinary systems

- **Traditional methods of job evaluation and wage determination.**
- Effective modern statistical methods for job evaluation and wage determination processes.
- Advanced standards and indicators that must be met in organizing the list of penalties and punishments.
- The modern legal view of penal and penalty systems is "disciplinary systems".
- An integrated framework for the foundations and standards of disciplinary systems.

Unit 5: Advanced Strategies for Termination of Service



- The main and various reasons for termination of service.
- Modern methods of dealing with the termination process.
- Quality standards and ISO systems in determining service termination methods.
- The final integrated version of termination processes.
- The role of human resources management after completing termination processes.