

# € TRAINING

Essentials of Human Resources  
Management

A photograph of four business professionals (two men and two women) sitting around a table, smiling and looking towards the camera. They are dressed in white shirts. The image is partially overlaid by a blue curved graphic element.

28 October -  
1 November 2024  
Paris (France)



# Essentials of Human Resources Management

REF: H1294 DATE: 28 October - 1 November 2024 Venue: Paris (France) - Fee: 5940 Euro

## Introduction:

This training program covers the essentials of Human Resources Management, providing a comprehensive foundation in HR practices and principles. It empowers participants to effectively manage HR functions and contribute to organizational success.

## Program Objectives:

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

- Understand fundamental HR concepts and practices.
- Implement effective HR policies and procedures.
- Manage employee relations and performance.
- Develop and execute HR strategies that align with business goals.
- Apply best practices in recruitment, training, and development.

## Targeted Audience:

- HR Managers.
- HR Coordinators.
- Personnel Administrators.
- HR Consultants.
- Small Business Owners.

## Program Outline:

### Unit 1:

#### Introduction to Human Resources Management:

- Overview of HRM and its role in organizations.
- Key functions and responsibilities of HR professionals.
- HRM strategies and their impact on organizational success.

- Current trends and challenges in HRM.
- Understanding HR's contribution to business objectives.

## Unit 2:

### Recruitment and Selection:

- Techniques for effective recruitment and job advertising.
- Strategies for sourcing and attracting top talent.
- The recruitment process: from job descriptions to interviews.
- Best practices in candidate selection and assessment.
- Legal and ethical considerations in recruitment.

## Unit 3:

### Training and Development:

- Identifying training needs and setting development goals.
- Designing and implementing training programs.
- Methods and tools for effective employee development.
- Evaluating the effectiveness of training programs.
- Creating a culture of continuous learning and growth.

## Unit 4:

### Employee Relations and Performance Management:

- Building and maintaining positive employee relations.
- Techniques for managing performance and conducting evaluations.
- Handling employee grievances and disciplinary actions.
- Strategies for enhancing employee engagement and motivation.
- Addressing and resolving workplace conflicts.

## Unit 5:



## HR Policies and Procedures:

- Developing and implementing HR policies and procedures.
- Ensuring compliance with labor laws and regulations.
- Communicating HR policies effectively to employees.
- Monitoring and updating HR policies as needed.
- Evaluating the impact of HR policies on organizational performance.