

## Human Resource Management Course Outline

**Human Resource Management** training first introduces the main points in the employee retention and motivation process as it relates to HRM, as well as the costs and reasons associated with employee turnovers. You will gain an understanding of motivational theories and the application of them in the development retention plans. You will also learn about the goals of retention strategies to include in HR plans, while keeping the company budget in mind. Human Resource Management training also introduces the steps involved in training an employee.

**Classroom training based on practical application on assignments/project after every session.**

### **COURSE CONTENT:**

#### **HRM, Strategy and Corporate Social Responsibility**

- The meaning of human resource management
- Business and corporate strategies
- Stakeholders and corporate responsibility

#### **High-Commitment HRM Policy and Practice**

- An outline of high-commitment HR policies and practices
- Bundles of human resource practices
- Is high-commitment HRM universally applicable?

#### **Aligning HRM with Organizational Goals**

- Contingency theory and best fit
- 'Best fit' HRM
- Limitations of best-fit / contingency models
- Resource-based view of HRM and the 'architecture'
- Applying RBV and architecture models to HRM

#### **The Role of the HR function in Changing Times**

- The development of HR as a specialist function
- Analyzing the role of the HR function
- New forms of delivery: outsourcing, shared service centers and E-HRM
- Assessing the contribution of the HR function

### **Line Managers, Leadership and HRM**

- Increasing the line management responsibility for HRM
- Problems with devolving HRM to line managers
- Developing line managers to provide effective HRM
- Leadership

### **Resourcing and Talent Management**

- Human resource planning, turnover and retention
- Talent management
- Defining jobs and creating person specifications
- Recruitment methods
- Differing paradigms of selection

### **Performance Management**

- Performance management systems
- Induction and employee socialisation
- Performance review
- Reinforcing performance standards

### **Learning and Knowledge Development**

- The process of learning
- The training cycle
- A review of some contemporary L&D interventions
- Managing knowledge

### **Employee Involvement and Participation: Creating Engagement and Voice in the Workplace**

- The meaning of employee involvement and participation
- From direct EIP to employee engagement
- Representative participation
- The links between informal and formal EIP
- Embedding EIP at work

### **Reward Management**

- Reward management in context
- Types of payment scheme
- Job evaluation
- Equal value considerations
- Non-pay benefits as part of the package

### **Target audience**

- HR managers and executives
- Heads of HR functions
- HR business partners and advisors
- HR professionals and practitioners
- Senior HR officers and assistants who wish to understand and contribute to the development and implementation of HRM within their organizations.
- Small-business owners and managers responsible for the people function within their organizations.

**Above is our standard course outline, please suggest if you would like to include also few topics during the training to make sure it covers all your requirements and make this course a customized course.**



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