

Development of Human Resources and Personnel Management

HR Transformation for the Future

Introduction

HR must show that it contributes at all levels in order to remain relevant. This entails making certain that the management group has assistance as they endeavour to control. HR must simultaneously make sure that workers are encouraged, assisted, and progressed. Only the management group has the authority to do this.

According to the antiquated methodology, HR is visible and in charge, and the rest of the business must abide by the rules created by the HR department. The current strategy is for HR to support and help the management team in their efforts to increase commitment and productivity. Change is managed by and through the management team, with HR at its heart. Change is more effective in this way.

But this strategy calls for a different kind of HR role, along with new procedures and competencies for the HR staff. This Development of Human Resources and Personnel Management training course will help you acquire new skills and techniques, provide a fresh perspective, and provide you with the confidence to create a new kind of HR function.

This training session on Course N Carry will emphasise:

- Suggestions for creating an HR plan that takes socioeconomic trends into account
- Strategies for raising worker motivation
- Techniques for enhancing employee development and contribution
- Suggestions for reshaping HR's interaction with the rest of the company
- Maximising the utility of competencies

Objectives

After completing this Course N Carry training course, you will have the ability to:

- Recognise the origins and evolution of personnel management and HR practices.
- Increase the advantages of efficient human resource management.
- Use the most effective HR and HRD techniques to increase organisational success.
- Collaborate efficiently with the line management group

- Create a response to the main HR concerns, such as career advancement, successful succession planning, performance management, etc.

Training Methodology

The training approach is intended to maximise the involvement of each and every delegate. The speaker will introduce concepts and theories to the attendees, encouraging them to try them out through exercises, small-group work, discussions, and feedback. Delegates will conclude each training day by compiling a personal learning log and thinking through potential applications of the concepts in the workplace.

Organizational impacts

This training seminar on Development of Human Resources and Personnel Management is intended to challenge the organization's attitude to personnel management and human resources development in a positive way. Consequently, an organisation that implements these concepts will encounter:

- Reduced employee attrition
- Increased efficacy in the process of choosing and evaluating
- High motivation
- Increased dedication from the labour force
- Improved methods for identifying and helping underachievers
- Increased financial value from the human resources department

Personal Impact

Participants in this Course N Carry training programme will be prepared to create people management strategies that work. They are going to:

- Understand how to assess modern HR procedures critically
- Possess the ability to implement a successful hiring procedure
- Recognise how to motivate others to perform at a higher level.
- Know how to support learning in both individuals and groups.
- Possess the ability to recognise, arrange, and assess training interventions
- Understand how to design a productive HR structure.

Who should attend?

The purpose of this Course N Carry training programme is to:

- HR specialists and line employees with staffing or development duties
- Those with positions in personnel, training, or human resources
- Professionals with a focus on developing and managing people would also profit.

Course Outline

Day 1

HR Under Transition

- The role that HR now holds
- HR's function and that of the line manager
- The proliferation of cloud-based enterprise and HR technologies
- Organisational frameworks
- The new HR Strategic Model is called Strategic HRM.
- New positions in human resources
- The HR Business Partner's role Section I

Day 2

Recruiting and Resourcing

- What makes the difference?
- The function of HR and resources
- Handling change and transition
- Hiring
- Shifting line managers' and HR's recruitment responsibilities
- What's at stake
- Assessment based on competency
- Structured interviews and line manager training
- The HR Business Partner's Function in Recruiting and Resourcing

Day 3

Salary and Employee Benefits

- Market Trends
- Recognising and attending to the needs of stakeholders
- The agreement between the mind and body
- Organisational structures and the management of rewards in various structures
- Organising HR to handle communication, salary reviews, and strategic reward
- Confirming the presence of the fundamentals of performance management
- Transferring decision-making authority to the line manager in an efficient manner
- Examining the task/process and behaviour transitional difficulties

Day 4

Education, Learning, and Growth

- Is there a default position for the 70/20/10 model?
- The line manager's function in education, learning, and growth
- How HR should be set up to oversee organisational learning, development, and training
- The effects of organisational structure on development, learning, and training
- The 70%: What workers require. What line managers need.
- Essential skills for HR practitioners.

Day 5

The Prospects For HR

- HR models that are evolving
- AI and enterprise systems
- Transition: Theoretical and practical aspects
- HR career development: what options are available?
- Approaching the business: what attendees should do next