

€ TRAINING

CIPD in HRM



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Introduction:

This course delivers by lecturers with extensive, practical experience in human resource management. Some innovative assessment methods make the course very realistic, such as the investigation into suspected employee theft, the negotiation between management and trade unions, or the conducting of an interview.

Course Objectives:

At the end of this course the participants will be able to:

- Appeal to those working in human resources,
- Manage large teams of people
- Seek to make a career change into HR.

Targeted Audience:

This HR course ideal for managers wanting a better knowledge of people management, those working in HR, or wishing to develop an HR career.

Course Outlines:

Unit 1:

- Business issues and the contexts of human resources:
- Understand key contemporary business issues affecting the HR function within private, public, and third sector organizations.
- Understand the main external contextual factors impacting organizations and the HR function.

Unit 2:

- Understand the role of HR in the managing of contemporary business issues and external contexts.
- Understand how organizational and HR strategies and practices are shaped and developed.
- Using Information in HR.

Unit 3:

- Improving Organisation Performance.
- Resource and Talent Planning.
- Understand key contemporary labor market trends and their significance for different kinds of organizations and in different country contexts.

Unit 4:

- Be able to undertake core talent planning activities.
- Know how to contribute to the development of resourcing strategies.
- Be able to manage recruitment and selection activities effectively and within the expectations of the law and

good practice.

Unit 5:

- Understand how to maximize employee retention.
- Know how to manage dismissal, redundancy and retirement effectively and lawfully.
- About the Employment Law.