



*Training Course:  
The Effective Human Resources Administrator*

*2 - 6 December 2024  
Kigali (Rwanda)*

## Training Course: The Effective Human Resources Administrator

Training Course code: HR3039 From: 2 - 6 December 2024 Venue: Kigali (Rwanda) - Training Course Fees: 5950 € Euro

### Introduction

This exciting new program creates an opportunity for delegates to learn all about the HR Administration. Delegates will learn about the processes involved, the systems used, and the skills needed to be successful in this role. They will explore numerous personnel activities ranging from a recruitment interview through training administration to performance appraisals, discovering the skills required, and the role of the HR Administrator along the way.

Delegates will gain insight into the work of the HR Department. You will learn about the latest methods that HR professionals utilize today for building a high-performance organization. They will then feel comfortable working in an HR Department having had a big-picture overview of the department's main activities and methods of working.

### Course Objectives of Effective Human Resources Administrator

- Describe the work and structure of modern personnel HR department
- State why accurate and accessible HR records are essential
- Describe the steps involved in a recruitment campaign
- State the HR requirements for the induction of a new employee
- Describe the uses of different selection and recruitment tools
- Help to plan and administer performance appraisals
- State the benefits of having an HR Strategy and long term HR Plan

### TRAINING METHODOLOGY

Mini-lectures, case studies, small group work, exercises, and feedback will be used to facilitate learning.

### Course Outlines of Effective Human Resources Administrator

#### DAY 1 - An overview of the HR function

- Roles and Responsibilities of the Human Resources Administrator
- Typical HR department structures
- Centralised versus distributed HR
- The HR service centre concept
- Where the department fits in the organisation
- HR jobs and systems
- Qualifications and professional study

#### DAY 2 - Working with Employees and Job Analysis

- Terms and Conditions of Employment
- Rights and obligations of employers and employees
- Health and safety
- Complying with employment law

- Job Analysis
- Developing Job Descriptions and Person Specifications
- The use and application of Job Analysis information

#### DAY 3 - Recruitment and Selection

- HR Planning
- Recruitment process
- Recruitment sources and methods
- Selection process
- The Application and CVs
- Assessment and development centres
- Aptitude tests
- Psychometric profiling
- Reference checking and screening
- Contracts and offers

#### DAY 4 - Training and Development

- Introduction to Training and development
- Training Administration
- Induction and basic job training for new employees
- The science of adult learning
- Learning styles
- The Training co-ordinator
- The Training cycle
- Validation and Evaluation

#### DAY 5 - Performance Management and the Administration of Pay

- Introduction to Performance Management
- The Performance Appraisal
- Administration requirements
- Links to salary increase and bonus
- The pros and cons of performance appraisals
- Pay and reward, compensation and benefits
- Salary structures
- Payroll administration
- Personal action planning

## Registration form on the Training Course: The Effective Human Resources Administrator

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

### Delegate Information

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Company Information

Company Name: .....  
 Address: .....  
 City / Country: .....

### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Payment Method

- Please find enclosed a cheque made payable to Global Horizon
- Please invoice me
- Please invoice my company

### Easy Ways To Register

Telephone:  
+201095004484 to  
provisionally reserve your  
place.

Fax your completed  
registration  
form to: +20233379764

E-mail to us :  
info@gh4t.com  
or training@gh4t.com

Complete & return the  
booking form with cheque  
to: Global Horizon  
3 Oudai street, Aldouki,  
Giza, Giza Governorate,  
Egypt.