



*Conference:
Human Resources Development & Personnel
Management*

*23 - 27 December 2024
Madrid (Spain)
Pestana CR7 Gran Vía*

Conference: Human Resources Development & Personnel Management

Conference code: CO8247 From: 23 - 27 December 2024 Venue: Madrid (Spain) - Pestana CR7 Gran Vía Conference
Fees: 5775 € Euro

Introduction

This seminar is designed to help organizations maximize the potential of their human resources. It covers key components of an effective HR process, including recruitment, employee motivation and reward, training and learning, and measuring the value of HR. Participants will gain insights into how to attract and retain talent, create a motivated workforce, and enhance skills through continuous learning. The seminar also focuses on evaluating the impact of HR practices on organizational performance. By the end of the seminar, attendees will be equipped with practical strategies to optimize their HR processes.

Objectives

- To develop an understanding of human resources development and personnel management practices
- To develop an awareness the advantages of effective human resource management
- To develop an awareness of key HR and HRD strategies for improving the organisational success
- To understand the application of strategic human resources development and personnel management practices in the workplace
- To effectively apply appropriate practices to specific workplace situations

Methodology

The training methodology used is designed to encourage maximum participation by all delegates. The presenter will suggest ideas and theories to the delegates and then encourage them to test out the ideas by the use of discussion, small group work, exercises, and feedback. Each day of the seminar will end by delegates completing their own record of what has been learned on the day and considering how the ideas might be transferred back to the workplace.

Organizational Impact

The purpose of this seminar from an organizations point of view is to constructively challenge the organization's approach to Human Resource Development and Personnel Management. As a result, an organization which applies these ideas will experience:

- Lower staff turnover
- More effectiveness in selection and assessment
- Greater motivation
- More commitment from the workforce
- More effective identification and development of poor performers
- Better value for money from the Human Resource function

Personal Impact

As a result of attending this seminar, delegates will be equipped to develop effective people management practices; they will:

- Know how to critically evaluate current HR practices
- Be able to introduce an effective recruitment process
- Understand how to get people to work more effectively
- Understand how to help individuals and teams learn
- Be able to identify, plan and evaluate training interventions
- Know how to create an effective structure within HR

Outlines

Day 1: Introduction to HRM, HRD, and HRP

- Seminar introduction and objectives
- The context for HR
- Change management
- Human Resource Management V Personnel Management
- Human Resource Development HRD
- Human Resource Planning HRP
- Strategic HRM - the new HR Strategic Model
- Outsourcing

Day 2: Resourcing & Recruitment

- The employment psychological contract
- Why do good people leave?
- The process approach to interviewing
- Induction, job descriptions, and references
- Personality Questionnaires and forms of testing
- Methods of detecting when applicants don't tell the truth
- The new recruitment process to avoid litigation
- The value of using assessment centers

Day 3: Pay & Employee Reward

- Employee motivation
- Salary, bonuses & benefits
- Understanding competencies
- Competency-based Assessment
- Competency and performance-based pay
- Different structures - different pay and rewards
- Total pay concept
- Salary surveys

Day 4: Training Learning & Development

- Career management
- Personal development
- Coaching
- Mentoring
- E-learning
- How flat organizational structures and empowered teams affect training and development
- Self Development
- 360-degree feedback as a development tool

Day 5: Value for money from HR

- The new HR structure
- New roles within HR
- HR Business Partners
- Value of trend analysis and HRP
- Internal and External Frameworks
- Proving ROI on HR activities



- Review

Registration form on the Conference: Human Resources Development & Personnel Management

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