



*Training Course:
HR Audit: Ensuring Compliance and Optimizing
Human Resources Management*

27 April - 1 May 2025

Dubai (UAE)

Residence Inn by Marriott Sheikh Zayed Road, Dubai

Training Course: HR Audit: Ensuring Compliance and Optimizing Human Resources Management

Training Course code: HR235827 From: 27 April - 1 May 2025 Venue: Dubai (UAE) - Residence Inn by Marriott Sheikh Zayed Road, Dubai Training Course Fees: 4500 € Euro

Introduction

An HR audit is a critical process that evaluates an organization's HR policies, procedures, and practices to ensure legal compliance, enhance efficiency, and align HR strategies with business goals. This training program provides HR professionals with the knowledge and tools needed to conduct comprehensive HR audits, identify risks, and implement best practices to improve organizational effectiveness.

Target Audience

- HR Directors and Managers
- HR Auditors and Compliance Officers
- HR Business Partners and Consultants
- Talent Acquisition and Development Specialists
- Compensation and Benefits Managers
- Organizational Development Professionals

Objectives

By the end of this training, participants will be able to:

- Understand the fundamentals and importance of HR audits
- Identify legal, regulatory, and compliance risks in HR functions
- Conduct a structured HR audit using best practices and frameworks
- Analyze HR data and identify areas for improvement
- Develop actionable recommendations to enhance HR efficiency

Outlines

Day 1:

Fundamentals of HR Audits

- Introduction to HR audits: Definition, scope, and objectives
- Importance of HR audits in risk mitigation and organizational success
- Types of HR audits Compliance, Strategic, Functional, Best Practices
- HR audit framework and methodology
- Hands-on session: Setting up an HR audit checklist

Day 2:

Legal Compliance and HR Policies Review

- Key labor laws and regulatory compliance in HR
- Reviewing HR policies and procedures for alignment with legal requirements
- Employment contracts, workplace policies, and labor standards audit
- Managing diversity, equity, and inclusion DEI compliance
- Case studies: Legal pitfalls and HR audit findings

Day 3:

HR Functions and Process Audits

- Auditing talent acquisition and recruitment processes
- Performance management and appraisal systems review
- Compensation and benefits evaluation for fairness and compliance
- Employee engagement, retention, and workplace culture analysis
- Workshop: Conducting an HR function audit in teams

Day 4:

HR Data Analytics and Risk Identification

- HR metrics and key performance indicators KPIs in audits
- Identifying red flags in workforce analytics
- AI and digital tools in HR auditing
- Case study analysis: Real-world HR audit reports

- Group exercise: HR data-driven decision-making

Day 5:

Reporting, Action Plans, and Continuous Improvement

- Preparing HR audit reports and presenting findings
- Developing recommendations and action plans for HR improvements
- Implementing corrective measures and tracking progress
- Creating an HR audit calendar for continuous improvement
- Final assessment and certification

Registration form on the Training Course: HR Audit: Ensuring Compliance and Optimizing Human Resources Management

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