



*Training Course:
Strategies for Automating Human Resource
Systems and Their Impact on Organizations*

*23 - 27 August 2027
Kigali (Rwanda)*

Training Course: Strategies for Automating Human Resource Systems and Their Impact on Organizations

Training Course code: HR235106 From: 23 - 27 August 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

In today's digital economy, organizations are under increasing pressure to enhance efficiency, reduce operational costs, and make faster, data-driven decisions. Human Resource functions, traditionally characterized by manual and repetitive processes, are now undergoing a fundamental transformation through [automation and digitalization](#).

This training program, designed by [Global Horizon Training Center](#), provides a comprehensive framework for understanding how automation can be strategically implemented within HR functions. It goes beyond basic system usage to address [process optimization](#), [change management](#), [data governance](#), and [organizational impact](#).

Participants will explore how modern technologies—such as [HRIS platforms](#), [workflow automation tools](#), and [analytics systems](#)—can streamline HR operations, improve employee experience, and support strategic decision-making. The program also emphasizes the [human side of digital transformation](#), ensuring that automation initiatives are successfully adopted and aligned with organizational culture and goals.

Program Objectives

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

- Understand the concept and strategic importance of [HR automation](#)
- Identify the [benefits, risks, and challenges](#) associated with automation
- Design and implement [automation strategies across HR functions](#)
- Select and utilize appropriate [HR technologies and systems](#)
- Analyze the impact of automation on [organizational performance and productivity](#)
- Apply best practices and learn from [real-world case studies](#)
- Support digital transformation initiatives with [data-driven decision-making](#)

Target Audience

This program is ideal for:

- HR Managers and HR Professionals
- HRIS Specialists and Digital Transformation Teams
- Executive Managers and Administrative Leaders
- IT Professionals supporting HR systems
- Organizational Development Specialists
- Professionals interested in [HR technology and automation](#)

Training Outline

Day 1: Foundations of HR Automation & Digital Transformation

- Introduction to Human Resource Systems HRIS
- Concept and evolution of automation in HR
- Role of automation in improving operational efficiency and productivity
- Digital transformation in HR: trends and drivers
- Opportunities vs. challenges in HR automation
- Case studies: Real-world HR automation applications

Day 2: Automation Strategy & Implementation Framework

- Objectives and expected outcomes of HR automation
- Automation lifecycle:
 - Planning
 - Process analysis
 - System design
 - Implementation
 - Continuous improvement
- Identifying automation opportunities across HR functions
- Selecting the right HR systems and tools HRIS, ATS, Payroll systems
- Best practices for successful implementation

Day 3: Tools, Technologies & Practical Applications

- Overview of HR automation tools and platforms
- Workflow automation onboarding, approvals, leave management
- Designing automation scenarios in HR processes
- Hands-on exercises: building automated HR workflows
- Impact of automation on daily HR operations
- Managing technical and human challenges during implementation

Day 4: Data, Security & Advanced HR Automation

- Data management in automated HR systems
- HR analytics and dashboards for strategic decisions
- Data privacy and cybersecurity in HR systems
- Compliance with data protection regulations
- Training employees on new systems and digital adoption
- Automating core HR functions recruitment, payroll, performance, L&D

Day 5: Organizational Impact & Future of HR Automation

- Case studies: Successful HR automation transformations
- Measuring ROI and performance improvements post-automation
- Cultural transformation and change management
- Building a digital HR culture
- Future trends: AI, machine learning, and predictive HR analytics
- Final workshop: Designing an HR automation roadmap for your organization

Registration form on the Training Course: Strategies for Automating Human Resource Systems and Their Impact on Organizations

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

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Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
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