

# Advanced Human Resource Management



## General Information

Human resource management is viewed as a strategic function to achieve the organisational objectives through the utilisation of highly committed and competent individuals within an organisation, considering inter alia, strategic, cultural, structural and personal factors.

The aim of this course is to critically evaluate and apply the human resource management principles, theories and models from a strategic human capital rather than a cost perspective.

## Who will benefit most?

This course will benefit human resource managers, human resource practitioners, middle- and senior managers, and individuals who are required to establish and operate in a strategic human resource environment.

## Duration

2-day course contact time including facilitation and group activities

## Learning Outcomes

Upon completing this course, participants should be able to:

- Interrogate key human resource management models
- Diagnose behavioural problems across the organisation for the purpose of informing organisational strategy
- Evaluate the impact of different leadership theories, models, styles and roles on human resource management practices
- Review human resource systems and management trends that best inform successful business practices
- Integrate labour relations strategy within a strategic human resource management environment
- Incorporate relevant legislation within current human resource management paradigms
- Formulate a strategic human resource planning process and align it with business strategy and business plans
- Explain and review the role of organisational culture and reward systems
- Analyse the integration of organisational processes, systems, structure and culture for use in strategic decision-making pertaining to human resource management
- Analyse how teams are managed in the implementation and monitoring of business strategy
- Explain how you could use emotional and spiritual intelligence to manage the performance of a team

## Certification

- A Certificate of Competence will be awarded to all students who successfully submit and pass their assignments, and exams\*
- A Certificate of Completion will be awarded to all students who successfully submit and pass their assignments
- A Certificate of Attendance will be awarded to students who attended the training session

\* These students may be considered for credits towards relevant qualifications.

For more information, contact us on:

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