XCELERATE TRAINING INSTITUTE

your learning & development partner

HUMAN RESOURCES MANAGEMENT (HRM)

10 Day Intensive Training In HR Training Course

DURATION	LANGUAGE	FORMAT
5 days	**English**	**Classroom / Online**

Upcoming dates

Dates	Venue	Format	Fee
26 – 30 ????? 2027	Live online	Online (live)	**€1?200**
3 – 7 ???? 2027	Berlin	Classroom	**€4?800**
4 – 8 ?????? 2027	Live online	Online (live)	**€1?200**

Register or ask a question

Online: x8ti.com/course/10-day-intensive-training-in-hr-training-course-2/

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10 Day Intensive Training In HR Training Course

Introduction

Introduction

What is 10 Day MBA in HR? The Comprehensive MBA in HR program is designed by Xcelerate Training Institute to give HR professionals theoretical and practical exposure to the role and responsibilities of HR in any organization. This course is custom-designed to ensure that the participants succeed in their role.

HR is the division of a business, responsible for obtaining, inspection, recruiting, and training job applicants, managing employees, and dispensing employee-benefit programs. HR department that embraces HRM strategies performs a more active role in improving an organization's workforce. They endorse processes, methodologies, and business resolutions to management.

HRM is related to the 'people' side of an organization. It is around achieving the adequate number of people with the required skills and knowledge to accomplish the strategic goal of an organization.

HR department provides the essential tools, training, administrative services, talent management, legal, and management advice that an organization needs for successful operations.

HR team is not just accountable for recruiting but goes beyond that; nurturing talent, managing compensation and motivation, employee engagement is some of the essentials managed by HR. The HR function involves strategic decision-making, handling special situations related to mergers or layoffs. HR team is liable for establishing the culture of the organization and ensuring that the organization has vision, mission, and values that are aligned with all the employees.

Learning Objectives

- Understand the importance and benefits of HR
- The impact of HR on the growth of an organization
- Illustrate the role and functions of the HR Department
- Understand existing practices in HRM
- Obtaining and nurturing effectiveness against a precipitously changing business environment
- Describe the theory of effective training and development
- Build effective teams and develop superior levels of personal and team performance
- Use suitable skills for forming a learning organization
- Elucidate the significance of strategic human capital management
- Establish an awareness of resourcing, recruitment, rewards, and compensation
- Identify and assess performance management in a multi-cultural environment
- Understand new HR framework and comprehend the subsequent organization structural changes needed
- Align strategies to the organizational goals
- Improve understanding of HR strategic thinking and its role in business

- Delve into knowledge management and the expanding role of emotional intelligence
- Identify and use innovative ideas to improve HR performance
- Develop effective negotiation skills

Training Methodology:

Xcelerate Training Institute has designed this training program on the 10-Day MBA in HR to enable participants to deep dive into the key aspects of Human Resource Management. It helps gain insights on conventional and progressive HR practices that have rapidly evolved in the last 2 decades.
The modules have pre-reads during the workshop with insights and post-session reading and support material. The industry veterans lead each distinct module to give first-hand, real-time exposure to the participants.
There are activities like case studies, role plays, simulations, group discussions that add value to the learning. Participants can take up projects to strengthen their learning.

Benefits for Your Organization

- Improved human capital management interventions promoting learning and development
- Enhanced employee engagement and relation programs
- Amplified training procedures throughout the organization
- Improved team motivation, employee reward, resourcing, etc.
- Increased dedication to enduring professional development
- Awareness for creative and innovative thinking
- Superior leadership and management at different levels in the organization
- Elevated motivation to create improved performance in encountering competitors
- Modern strategies for effective resourcing and recruitment
- Transformed recruitment and appraisal processes with astonishing results

Benefits for You

- Enhanced confidence and self-assurance
- Demonstrate best practice in managing people
- Supervise and inspire employees effectively
- Design and employ the strength of exceptional performance in teams
- Identify and effectively acquire strategic planning techniques
- Negotiate and produce results rapidly and effortlessly
- Inculcate Baldrige performance criteria as a standard of excellence and benchmark
- Explore changing business environment and its resulting demands on HR
- Learn and understand HR strategic thinking and engage in developing strategies
- Transform the HR Strategy into Significant outcome
- Examine and adapt to the changing culture
- Participants would learn how International HR functions
- Learn value adding processes HR can offer in supporting the organization
- Enhance management and leadership skills

- Learn strategic planning and team leadership
- Enable performance improvement through people development
- Learn new techniques and develop benefit system that can enhance productivity

Target Audience

Individuals aspiring to join the HR Teams, Experienced HR professionals who want to sharpen their skills, L & D executives & professionals, Functional leaders, and Consultants.

Course Outline

Basics of MBA in HR

- What is Human Resource?
- What is MBA in HR?
- Roles and responsibilities of HR Management
- Benefits and Importance of HRM in an organization

Functions of HR

- Recruiting and Hiring
- Training and Development for employees
- Organization development
- Administer performance management
- Coaching and mentoring
- Compliance- Laws and regulations, Guidelines
- Compensation and Benefits
- Team Building and Employee Relations
- Leadership Management

Organizational Learning and Strategies

- Approaching different strategies
- Developing business plan and models
- Analyzing existing strategies
- Learning concepts and its alignment with strategies
- Learning strategies in different industries
- Organizational learning and assessments

Change Leadership

- Evolution and changes at organizational level
- Leadership changes and its impact on teams
- Key drivers of change
- Change analysis and management
- Best practices in change management

Basics of Finance

- Concepts of accounting and finance
- Terms and accounting information impacting decision-making
- Importance of cost-benefit
- Calculating Return on investments

Human Capital and Human Resource Management

- Understanding human capital and developing strategies
- Human capital in different industries
- Managing and aligning different departments in an organization
- HR transformation
- HR as strategic and business partner

Performance Management and Rewards and Recognition

- Development and Improvement plans
- Succession planning and Goal setting
- Performance monitoring and 360-degree feedback
- Performance Appraisal
- Employee appreciation initiatives

Recruitment, Training and Development

- Interviewing, Hiring and Selecting top talent
- Identifying suitable competencies
- Developing and applying selection methodology
- Training new hires; designing and managing employee training programs
- Assessing employee development
- Coaching, mentoring and support

Empowerment, Engagement and Team Building

- Employee engagement and empowerment programs
- Encouraging and retaining top talent
- Team building initiatives
- Encouraging personal projects
- Volunteering opportunities
- Problem-solving and decision-making activities for employees
- Clear and concise communication

Compensation and benefits

- Performance bonus
- Paid sick leaves
- Health Insurance and Retirement Plans
- Corporate discounts
- Profit-sharing and stock options
- Commission and overtime payment

- Wellness programs

FAQ’s, Role plays, Case studies and Discussions

- Group Discussions and interaction with a panel of HR experts on an ongoing basis
- Case studies and Role-plays for exposure
- Collaborate with other HR professionals. Also, learn from industry experts
- Work on projects to master the skills and get feedback

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Registration Form

10 Day Intensive Training In HR Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

Payment

☐ Please invoice me ☐ Please invoice my company

Signature: ..... Date: .....

Call
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Email this form
info@x8ti.com

Register online
Open the course page