



The Complete HR Cycle

Rationale

The most important resource that a company possesses in this global economy is its human resources. Employees are no longer looked upon as staff that carries out instructions; rather they are partners who make or break the organization. Once viewed as an unnecessary cost, developing a company's human resources has now become an essential long term investment.

What Differentiates Us

A number of organizations offer training programs that work at enhancing the human capital skills. However, the return-on-investment is hard to measure. We at GMTDC offer our partners workshops that provide practical skills to their staff and tools that they can apply directly on the job. Rather than using a tutoring approach, we involve the trainees in short presentations, group work, and case studies, and guide them all throughout with constructive criticism.

The Complete HR Cycle Workshop

Workshop Duration:

Three contact days.

Learning Outcomes:

By the end of the workshop, participants will be able to:

- Understand the Role of HR as a Strategic partner:
- Learn how to conduct workforce planning (matching demand to supply while taking into consideration budget limitations)
- Conduct job analysis and draft job descriptions
- Get tips to recruit, interview, and employ the right person for the right job
- Conduct proper organizational exit
- Review the HRD needs assessment process and how to align it strategically with the organizational goals and objectives
- Manage the HRD process for optimal organizational performance and identify how best to balance employer's needs with employees' rights
- Understand the elements involved in designing a total compensation system
- Develop and apply employee involvement strategies
- Communicate company strategies, systems, and policies to employees