MERCURY

The 1-Week Mini Master MBA in HR Management Course

17 – 21 May 2027
Barcelona (Spain)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

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Ref: 3011_1081120 **Date:** 17 – 21 May 2027 **Location:** Barcelona (Spain) **Fees:** 5600 Euro

Introduction

This intensive 1-week mini master MBA in HR management training course examines how to develop and master the critical areas of Human Resource Management HRM.

HR is changing beyond recognition from the days of the old personnel departments. HR is now recognized as a strategic source of competitive advantage and a predictor of future business performance.

This exciting 1-week mini master MBA in HR management program will update you on the latest techniques and approaches appropriate for effective Human Resources management.

In this 1-week mini master MBA in HR management course, we will cover:

- Strategic HRM in the modern organization.
- Employee reward and how it influences employee behavior.
- Learning and development in the 21st century.
- Performance management in a multicultural environment.
- The latest strategies for adequate resourcing and recruitment.

Understanding the HR Mini Master and Mini MBA Connection

In alignment with some of the best mini MBA programs, our 1-week Mini Master in HR Management is designed as a concentrated executive mini MBA to empower HR professionals with a robust understanding of business management practices.

Such HR mini-master courses, often termed mini MBA HR, blend the essential knowledge of an MBA in HR management with the practicality of a short MBA course—a mini MBA course structured for those wondering what an MBA HR course is or is a mini MBA worth it to leap leadership roles in human resources.

Targeted Groups

- Human resources management professionals.
- Human resource officers.
- Human resource administrators.
- Line managers.
- Supervisors.
- Human resource specialists.
- This 1-week mini master MBA in HR management course is for persons who want to gain excellent knowledge and skills to enhance their profile.

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Course Objectives

By the end of this 1-week mini master MBA in HR management course, participants will be able to:

- Understand Strategic HRM approaches SHRM
- Describe the role and functions of the personnel/HR department.
- Demonstrate a thorough understanding of employee resourcing, recruitment, and reward.
- Describe best practices in working with employees with problems.
- Understand performance management in a multicultural environment.
- State of the HR ethics.
- Understand current best practices in HRM.
- Gain a more significant strategic overview of the HR function.
- Develop their skills for the future and help transform the current activity into an added value activity.
- Transform recruitment and appraisal processes with startling results.
- Improve confidence and self-assurance.

Targeted Competencies

At the end of this 1-week mini master MBA in HR management course, the target audience will be able to develop:

- HR administration and strategic planning.
- Recruitment and selection expertise.
- Performance management in diverse workplaces.
- Training and development initiatives.
- Compensation and benefits structuring.
- Competency modeling for organizational alignment.
- Interpersonal skills for working with various teams.
- Presentation skills and effective communication.
- Technical acumen in HR-related technologies.
- Corporate planning and execution.

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Course Content

Unit 1: An Overview of Human Resource Management

- The changing world of business and its impact on the human resource function.
- Introducing Human Resource Management HRM.
- The difference between HRM and personnel management.
- Primary activities, responsibilities, and tasks of HRM.
- Teaching Strategic HRM SHRM.
- Strategic business planning.
- HR jobs and systems.
- Typical department structure - HRM department case study.
- Professional certifications and studies, such as CIPD and SHRM.

Unit 2: Performance Management in a Multicultural Organization

- Establishing effective performance management systems.
- Understanding the roles of HR and line management in performance evaluations.
- Addressing the performance gap.
- Invoking the disciplinary process.
- Performance management in multicultural organizations.
- The purpose and use of performance appraisal.
- Characteristics of an effective performance appraisal meeting.
- The advantages and disadvantages of 360-degree feedback.

Unit 3: Recruitment, Employee Resourcing and Reward

- Exploring workforce flexibility and the 'flexible firm' model.
- The importance of pay, reward, compensation, and benefits.
- Total reward.
- Psychological factors in employee motivation.
- Introduction to reward.
- Best practices in recruitment and selection
- Assessment and development centers.
- Managing employee exits with professionalism and care.

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Unit 4: Workplace Conflict and Working with Troubled Employees

- Managing employee problems.
- Stress management.
- Counseling services and Employee Assistance Programmes EAP
- Equality of opportunity and employee diversity.
- Bullying and harassment.
- Workplace conflict.
- Managing conflict at work.
- Introducing workplace mediation.

Unit 5: Human Capital Management - HR Planning

- What is learning?
- Training and development.
- Induction for new employees.
- HRM ethics.
- Corporate social responsibility.
- Personal action planning.
- Continuing Personal Development CPD.