MERCURY

Oxford HRM Human Resource Management Training Program

16 – 27 August 2027
Vienna (Austria)



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Ref: 3014_1083577 **Date:** 16 – 27 August 2027 **Location:** Vienna (Austria) **Fees:** 10600 Euro

Introduction

In today's challenging global market, it is vital that HR and training instigate the best practices and take advantage of recent innovations to add value to the organization.

During the Oxford HRM human resource management course, participants will discover what's new, how innovative practices can be implemented, and how they will benefit organizations, whether in the public or private sectors, as part of the comprehensive training offered by the Oxford HRM training program.

What is a Human Resource Management Course

The Oxford HRM human resource management course is designed to equip learners with human resource management knowledge, skills, and competencies.

Courses like the Oxford HRM program provide in-depth training on various HR functions, including recruitment, training and development, performance management, and compensation and benefits.

The Oxford HRM training program aims to prepare HR professionals to manage an organization's human resources effectively, align HR strategy with overarching business goals, and ensure the well-being and development of the workforce.

Targeted Groups

- HR personnel.
- Training managers and training personnel.
- Training budget holders.
- Succession planners and those responsible for people development.
- HR practitioners and line professionals.
- Professionals with an interest in people management and development.

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Course Objectives

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

- Summarize the main theories surrounding the development of effective HR.
- Practice using new techniques to transform any training activity.
- Develop an understanding of human resources development and personnel management practices.
- Recognize the advantages of effective human resource management.
- Become aware of key HR and HRD strategies for improving organizational success.
- Demonstrate trends and conduct efficiency analysis
- Set up and effectively measure any element of delivered training to demonstrate training efficiency.
- Measure skills, knowledge, behavior, competency, style, self-belief, attitudes, and personality.
- Learn how to analyze and evaluate - everything.
- Produce complex data on training effectiveness and individual application.
- Critically assess current HR practices.
- Introduce an effective recruitment process.
- Understand how to get people to work more effectively.
- Learn from practices in top companies that surpass "Best Practice."

Benefits of HRM Course

Participating in the HRM training and development course can help professionals streamline HR processes, improve employee satisfaction and performance, and gain HRM certification as a testament to their acquired expertise.

Targeted Competencies

At the end of this HRM human resource management course, the target competencies will be able to develop:

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- HR administration.
- Recruitment and selection.
- Performance management.
- Training and development.
- Compensation and benefits.
- Competency modeling.
- Working with people.
- Relating and networking.
- Presenting and communicating.
- Applying expertise and technology.
- Persuading and influencing.
- Analytical thinking.

Course Content

Unit 1: Introduction to HRM, HRD, and HRP

- The context for HR.
- Change management.
- Human resource management vs. personnel management.
- Human Resource Development HRD.
- Human Resource Planning HRP.
- Strategic HRM is the new HR strategic model.
- Outsourcing.

Unit 2: Resourcing and Recruitment in HRM

- The employment psychological contract.
- Why do good people leave?
- The process approach to interviewing.
- Induction, job descriptions, and references.
- Personality questionnaires and forms of testing.
- Methods of detecting when applicants don't tell the truth.
- The new recruitment process to avoid litigation.
- The value of using assessment centers.

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Unit 3: Pay and Employee Reward

- Employee motivation.
- Salary, bonuses and benefits.
- Understanding competencies.
- Competency-based Assessment.
- Competency and performance-based pay.
- Different structures - different pay and rewards.
- Total pay concept.
- Salary surveys.

Unit 4: HRM Training Learning and Development

- Career management.
- Personal development.
- Coaching.
- Mentoring.
- E-learning.
- How do flat organizational structures and empowered teams affect HRM training and development?
- Self-development.
- 360-degree feedback as a development tool.

Unit 5: Value For Money From HR

- The new HR structure.
- New roles within HR.
- HR business partners.
- Value of trend analysis and HRP.
- Internal and external frameworks.
- Proving ROI on HR activities.

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Unit 6: The Added Value Role of Today's Training Analyst

- Assessing the value training offers.
- The necessity for training to produce measurable results.
- Understanding the importance of identifying your customer.
- Establishing a training process that is both effective and auditable - the new schema.
- Mastering training costs and budgets.
- Managing and being accountable for training expenditures.
- Enhancing value through training activities.
- The role of the training analyst.

Unit 7: How People Learn and Barriers To Learning

- Learning styles and their impact on training courses.
- Affordable methods to measure learning styles - demonstration.
- Personality and its effects on training results - the Big Five explained.
- Realistic expectations from training.
- Tackling learning difficulties.
- Optimal times to leverage training - more time in the classroom is not always the answer - demonstration.
- Retention and its crucial role in recall.
- Motivation factors in learning - innovative approaches.

Unit 8: Specifying and Constructing Training Properly

- Defining learning outcome objectives and their necessity.
- Writing learning outcome objectives.
- The essential documentation for any training course - the three critical documents.
- Utilizing visual aids and other tools effectively.
- Calculating the appropriate room and screen sizes.
- The role of sound in enhancing learning.
- Harnessing the power of specific training videos.
- Utilizing clipped video sequences.

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Unit 9: Training Analysis - The Key Areas of Measurement

- Monitoring of budget spent and costs.
- Generating value from training - examples.
- Deep understanding of how competency frameworks function.
- Setting and measuring competency improvement standards.
- Relationship between performance and competency.
- Assessing improvements post-training - approaches and methods.
- Equation of competence + performance = productivity.
- Required software for measuring competence, performance, and automating TNA.

Unit 10: Measuring and Reporting Training Results

- Necessary formulas added value and unit costs.
- Balancing maximization and control of training activities.
- The emerging leadership function of training.
- Managing uncertainty during training sessions.
- Case studies exemplifying training success.
- Discussing whether training functions should be considered profit centers.
- Evaluating the role of end-of-course questionnaires.