

## Executive MBA in Human Resource Management

*Cape Town (South Africa)*

*15 - 19 July 2024*

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## Executive MBA in Human Resource Management

Code: HR28 From: 15 - 19 July 2024 City: Cape Town (South Africa) Fees: 3700 Pound

### Introduction

This interactive and engaging training course examines how to master the critical areas of Human Capital Management, HRM, and Learning & Development. In this course, you will learn how to become a real partner in the organisation. You will also learn about the latest and best practices in training and organisational learning.

### Course Objectives of Executive MBA in Human Resources

- Explain the importance of strategic human capital management
- Formulate a plan to transform strategic requirements into HR objectives
- Understanding of employee resourcing, recruitment & reward
- Understand performance management in a multi-cultural environment
- Illustrate examples of best practice in managing people
- Organisational strategy and its link to HR

### Executive MBA in Human Resources Course Outlines

#### Day 1

##### Human Capital & Human Resource Management

- Understanding Human Capital
- The development of Strategic HR
- The Transformation of HR
- HR as a Strategic Partner

#### Day 2

##### People Resourcing

- Recruiting as a Two-way Process
- Specialist Resourcing Needs Employers
- Choosing the Appropriate Selection Methodology
- Use of Psychological Testing in Selection
- Assessment Centres - State of the Art Selection

#### Day 3

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a knight) on it. The board is white and black, and the pieces are gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

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### Performance Management & Reward

- Performance Management
- Making Performance Appraisal Work
- Efficient Use of Feedback
- Understanding Compensation & Benefits
- Implementing Total Reward

### Day 4

#### Human Development

- The Talent Management Model
- The Training Cycle
- How Adults Learn: Andragogy
- What are the best ways to train people?
- Evaluation of Training Effectiveness cost-benefits analysis & ROI

### Day 5

#### Empowerment, Engagement, and Change

- The Context for Change
- Managing change or leading change?
- Employee Engagement & Empowerment
- Retaining Valued Employees
- Personal Action Planning

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