

Advanced Introduction to Human Resources  
Certification Courses

*Tokyo (Japan)*

*15 - 19 September 2025*

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## Advanced Introduction to Human Resources Certification Courses

Code: HR28 From: 15 - 19 September 2025 City: Tokyo (Japan) Fees: 4700 Pound

### Introduction

In today's global business environment, human resources specialists are essential in driving organizational success. As companies expand internationally, HR professionals with advanced human resources certifications such as aPHRi, PHRi, and SPHRi are increasingly valuable. These certifications equip HR practitioners with the specialized skills required to handle the complexities of international HR, including managing human resources across diverse legal, cultural, and operational landscapes. This course provides a comprehensive introduction to these certifications, emphasizing key HR competencies, emerging trends, and preparation strategies to excel in the certification exams.

### Course Objectives

- Develop an in-depth understanding of the aPHRi, PHRi, and SPHRi certifications, their structure, and their role in the global HR industry.
- Master core concepts in international human resources management, including HR planning, recruitment, employee relations, compensation, and benefits management on an international scale.
- Enhance human resources strategy skills for aligning HR functions with business objectives.
- Acquire knowledge in emerging HR technology trends, HR analytics, and data-driven decision-making.
- Prepare thoroughly for the certification exams with study materials, practice tests, and proven exam strategies.

### Course Outlines

#### Day 1: Introduction to International Human Resources Management

- Overview of the aPHRi, PHRi, and SPHRi certifications and their value in the HR field.
- Explore the evolution of HRM in a global context and understand what HR management entails in an international setting.
- Identify key human resources responsibilities in global HR roles, focusing on cultural and legal considerations that shape international HR practices.

#### Day 2: Strategic HR Planning and Organizational Development

- Discover the strategic role of HR in organizational success and how HR can influence business outcomes.
- Develop human resource strategies that align with corporate goals, emphasizing change management and high-performance team-building in a global environment.
- Learn to use human resource development principles to shape organizational culture and employee engagement.

#### Day 3: Talent Acquisition and Management

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a knight) on it. The pieces are in shades of gold and silver. The board is set against a background of concentric circles.

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- Master international recruitment and selection strategies, including diverse human resources services that support cross-border hiring.
- Explore diversity and inclusion initiatives and how they shape global talent management.
- Understand the essentials of onboarding, cross-cultural orientation, and succession planning for career growth within international teams.

#### Day 4: Compensation, Benefits, and Employee Relations

- Examine international compensation structures and strategies, with a focus on expatriate packages and global benefits management.
- Develop skills in handling employee relations, including conflict resolution and grievance management, in a multicultural environment.
- Address the responsibilities and duties of HR professionals in creating fair and competitive compensation packages that attract and retain global talent.

#### Day 5: HR Technology and Emerging Trends

- Analyze the role of HR technology in modern HR, including the growing impact of human resource analytics on data-driven decision-making.
- Stay current with emerging trends in international HR, preparing to adapt to the evolving landscape of HR practices.
- Final review session with tips for exam preparation, including a comprehensive look at the exam format and key strategies for success.

#### Conclusion

This course offers essential training for HR professionals aiming to earn international certifications in human resource management. With a focus on strategic HR planning, talent acquisition, compensation management, and human resources analytics, participants will be prepared to excel in their roles and meet the demands of global HR. Whether you're interested in building a career in human resources or advancing to specialized positions, this program provides the expertise to achieve certification and make a meaningful impact in the HR field.



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