BLACKBIRD
FOR TRAINING

Preparatory Course for Advanced HR Certification (CP-SHRM or SCP-SHRM)

Manama (Bahrain)

25 - 29 May 2025

UK Traininig
PARTNER

Preparatory Course for Advanced HR Certification (CP-SHRM or SCP-SHRM)

Code: HR28 From: 25 - 29 May 2025 City: Manama (Bahrain) Fees: 3600 Pound

Introduction

The CP-SHRM Certified Professional in Human Resources and SCP-SHRM Senior Certified Professional in Human Resources certifications are among the most prestigious globally in the field of human resource management. They are offered by the Society for Human Resource Management SHRM, one of the largest professional associations in the world. These certifications aim to empower HR professionals with advanced knowledge and skills to manage HR activities and operations in the modern workplace.

This preparatory training course provides an in-depth understanding of all the topics covered in the CP-SHRM and SCP-SHRM exams. It focuses on the essential skills required to qualify for the certification and advance in your career. Through interactive lectures, real-world case studies, and periodic assessments, you will be fully prepared to succeed in the exam and earn the certification.

Course Objectives

- Understand the fundamental principles of human resource management.
- Deepen knowledge of legal and regulatory topics.
- Master strategic leadership practices.
- Analyze roles and strategies for employee attraction and recruitment.
- Develop and analyze performance evaluations and employee development plans.
- Enhance competencies in managing compensation and benefits.
- Achieve work-life balance.

Course Content

Day 1: Introduction to Human Resource Management

- Definition and objectives of human resource management.
- Organizational structure of the HR department.
- The relationship between HR and corporate strategies.
- Understanding the legal and regulatory foundations in the workplace.

Day 2: Recruitment and Employee Selection

- Talent attraction strategies.
- Recruitment and selection mechanisms.
- Job interviews and employment tests.
- Integrating diversity and inclusion into the recruitment process.

Day 3: Performance Evaluation and Employee Development

- Performance evaluation tools.
- Performance management techniques.

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- Employee training and development.
- Career development planning and employee motivation.

Day 4: Compensation and Benefits

- Compensation strategies and employee incentives.
- Designing monetary and non-monetary reward programs.
- Managing insurance and healthcare benefits.
- Balancing pay, cost, and performance outcomes.

Day 5: Strategic Leadership and Change Management

- Effective leadership practices in HR management.
- Change management and innovation strategies.
- The impact of technology on human resources.
- Preparing for the SCP-SHRM / CP-SHRM exam with a practice test.

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N North Oil Company North Oil company,	**EKEDC** EKO ELECTRICITY DISTRIBUTION COMPANY EKO Electricity	**oman** BROADBAND Oman Broadband	**UNITED NATIONS** UN.	AUTHORITY FOR ELECTRICITY REGULATION, OMAN Authority for

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