

Human Resource Information Systems and Platforms (HRIS)

Lyon (France)

8 - 19 March 2027

UK Training

PARTNER



Human Resource Information Systems and Platforms (HRIS)

Code: HR32 From: 8 - 19 March 2027 City: Lyon (France) Fees: 9400 Pound

Introduction

Human Resource Information Systems HRIS play a critical role in managing employee data and HR processes within organizations. These systems enhance operational efficiency, support strategic decision-making, and improve overall organizational performance. In today's data-driven business environment, leveraging HRIS platforms has become essential for effective workforce management. This program is designed for executives, team leaders, and HR specialists across public and private organizations in the Middle East and North Africa region.

Participants will gain practical knowledge on selecting, implementing, and using HRIS systems to optimize HR performance and productivity. The course is suitable for multiple sectors, including oil and gas, banking and finance, telecommunications, government, human resources, project management, and marketing and sales. Participants will learn how to align HR strategies with organizational goals using advanced tools and modern HRIS techniques.

Course Objectives

By the end of the course, participants will be able to:

- Understand the core concepts of Human Resource Information Systems HRIS and platforms.
- Identify and select the most suitable HRIS for their organization.
- Design and manage effective HR databases.
- Analyze HR data to support strategic decision-making.
- Automate recruitment, training, and performance management processes.
- Develop strategies to enhance employee experience.
- Manage payroll and benefits securely and efficiently.
- Monitor key performance indicators to improve operational efficiency.
- Integrate HRIS with other organizational systems for collaboration.
- Continuously evaluate and improve HRIS performance for sustainable results.

Course Outlines

Day 1: Introduction to HRIS

- Overview of Human Resource Information Systems and their importance.
- Strategic benefits of implementing HRIS.
- Key system components and functionalities.
- Assessing organizational needs before selecting a system.
- Case study: comparing different HRIS solutions.
- Practical exercise: evaluating organizational requirements.

Day 2: Selecting the Right HRIS

The logo for UK Training Partner features the text 'UK Training' in a small, black, sans-serif font above the word 'PARTNER' in a large, bold, black, sans-serif font. The background of the logo is a stylized chessboard with several chess pieces (a king, a queen, a rook, and a pawn) in gold and silver, set against a background of concentric circles.

- Criteria for choosing an effective HRIS.
- Cloud-based vs on-premise solutions.
- Ensuring compatibility with existing infrastructure.
- Identifying essential features and priorities.
- Vendor analysis and recommendations.
- Activity: preparing a list of core system requirements.

Day 3: Data Management and Organization

- Structuring employee databases effectively.
- Classifying data while maintaining privacy standards.
- Handling large volumes of HR data.
- Security measures and risk management.
- Compliance with local and international regulations.
- Workshop: creating a sample HR database.

Day 4: Automating HR Processes

- Automating recruitment and performance management workflows.
- Monitoring attendance and leave via HRIS.
- Managing benefits and compensation digitally.
- Integrating HRIS with productivity tools.
- Continuous process monitoring and improvement.
- Exercise: simulating an HR process automation.

Day 5: Analytics and Decision Making

- Using HR data to drive strategic decisions.
- HR reporting and performance metrics.
- Identifying performance patterns and employee trends.
- Developing data-driven HR policies.
- Advanced analytics tools for HR.
- Activity: preparing a sample analytical HR report.

Day 6: Enhancing Employee Experience

- Linking HRIS to employee experience improvements.
- Supporting career development paths through HRIS.
- Facilitating communication and feedback processes.
- Monitoring employee satisfaction and engagement.
- Using surveys and analytics for insights.
- Exercise: designing an employee experience improvement plan.

Day 7: Payroll and Benefits Management

- Automating payroll processes efficiently.
- Managing benefits and rewards accurately.
- Aligning compensation with performance.
- Ensuring legal compliance in payroll operations.

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a gold pawn behind it. The text 'UK Training' is above 'PARTNER' in a bold, black, sans-serif font.

UK Training
PARTNER

- Generating transparent financial reports.
- Activity: creating a payroll management model.

Day 8: System Integration

- Integrating HRIS with financial and administrative systems.
- Linking HRIS with e-learning platforms.
- Facilitating cross-departmental data sharing.
- Managing updates and continuous system improvements.
- Case study: HRIS integration within an organization.
- Exercise: designing an integration plan.

Day 9: Change Management and Continuous Improvement

- Leading organizational change when implementing HRIS.
- Training employees on system usage.
- Developing policies for smooth adaptation.
- Using feedback to drive continuous improvement.
- Monitoring performance post-implementation.
- Workshop: creating a change management plan.

Day 10: Performance Evaluation and System Sustainability

- Evaluating HRIS effectiveness and identifying improvement areas.
- Regularly monitoring system usage.
- Analyzing results and key success indicators.
- Planning for future system enhancements.
- Preparing maintenance and update strategies.
- Final activity: presenting a comprehensive HRIS report for the organization.

Why Attend This Course: Wins & Losses!

- Gain comprehensive knowledge of HRIS systems and platforms.
- Improve efficiency and effectiveness of HR operations.
- Enable data-driven decision-making.
- Enhance employee experience and satisfaction.
- Manage payroll and benefits accurately.
- Integrate HRIS with other organizational systems.
- Develop policies for effective change management.
- Apply global best practices in HR management.
- Understand limitations of traditional HR processes.
- Acquire tools for continuous performance monitoring and improvement.

Conclusion

Human Resource Information Systems HRIS and platforms are essential tools for modern workforce management. This course equips participants with practical skills to select, implement, and manage HRIS systems effectively.

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

UK Training
PARTNER



Participants will learn to optimize HR operations, leverage data for strategic decisions, and enhance the employee experience.

By the end of the program, attendees will be able to achieve optimal organizational performance, convert HR data into actionable insights, and foster seamless integration across systems. The course supports sustainable HR strategies, continuous improvement, and operational excellence in today's competitive business environment.

A graphic of a chessboard with a black and white checkered pattern. Three chess pieces are visible: a black pawn, a silver pawn, and a gold king piece. In the background, there are concentric circles radiating from the king piece.

UK Training
PARTNER

Head Office: +44 7480 775 526
Email: Sales@blackbird-training.com
Website: www.blackbird-training.com

Blackbird Training Clients

 MANNAI CORPORATION MANNAI Trading Company WLL, Qatar	 GAC UNE FILIALE D'EGA Alumina Corporation Guinea	 Booking.com Booking.com Netherlands	 OXFAM Oxfam GB International Organization, Yemen	 Capital Markets Authority Kuwait
 Waltersmith Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS KFS Kuwait
 Reserve Bank of Malawi Malawi	 Central Bank of Nigeria Nigeria	 Ministry of Interior Kingdom of Saudi Arabia KSA	 Mabruk Oil Company Libya	 Saudi Electricity Company KSA
 BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 NATO Italy	 ENI ENI CORPORATE UNIVERSITY, Italy	 GULF BANK Gulf Bank Kuwait	 General Organization for Social Insurance KSA
 Defence Space Administration Nigeria	 National Industries Group (Holding), Kuwait	 Hamad Medical Corporation Qatar	 USAID Pakistan	 STC STC Solutions, KSA
 North Oil Company North Oil company,	 EKO Electricity EKO Electricity	 OMAN BROADBAND Oman Broadband	 UNITED NATIONS UN.	 Authority for Electricity Regulation Oman

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Artificial Intelligence (AI)
Sustainability, ESG & Corporate Responsibility
Advanced Courses
Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training