BLACKBIRD FOR TRAINING

# Human Resources Management in Airports and Aviation Sector

4 – 8 January 2027
Malé (Maldives)



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## Introduction

Human resources management plays a pivotal role in the fast-paced aviation industry, ensuring safe, efficient, and customer-focused airport operations. Airports operate around the clock and rely on highly coordinated teams across security, ground services, air traffic support, customer service, and logistics.

This course focuses on adapting modern HR practices to the operational, regulatory, and multicultural environment of airports. It equips HR professionals, airport administrators, and aviation managers with the knowledge and tools necessary to effectively manage large-scale aviation workforces while aligning HR strategies with operational excellence.

## Course Objectives

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

- Analyze the strategic role of HR in airport and aviation operations.
- Develop HR policies in compliance with aviation regulations and safety standards.
- Plan workforce requirements for terminals, ground services, and airside operations.
- Implement aviation-specific recruitment, training, and certification systems.
- Manage multicultural airport staff in high-pressure environments.
- Apply labor laws and international aviation compliance frameworks.

## Course Outlines

### Day 1: HR Fundamentals and Modern Strategies

- HR's role in aviation safety culture and compliance.
- Transition from administrative HR to strategic aviation HR.
- Aligning HR strategy with airport operational goals.
- Organizational structures in airports.
- Case studies from international airports.



## Day 2: Workforce Planning and Smart Recruitment

- Manpower planning for 24/7 airport operations.
- Staffing terminals, cargo, security, and ground services.
- Competency-based recruitment for aviation roles.
- Screening, vetting, and security clearance processes.
- Behavioral interviews for safety-critical positions.
- Hiring and managing a multicultural workforce.

## Day 3: Performance Management and Talent Development

- Performance systems for operational airport staff.
- Evaluating safety compliance and service KPIs.
- Licensing and certification tracking.
- Technical and recurrent training programs for aviation.
- Leadership development for airport supervisors.
- Succession planning in aviation operations.

## Day 4: Compensation Systems and Employee Motivation

- Designing salary structures for shift-based operations.
- Overtime, allowances, and hazard pay systems.
- Incentives for safety and on-time performance.
- Retention strategies for high-turnover airport roles.
- Employee engagement in high-pressure environments.
- Wellness programs for aviation staff.

## Day 5: Change Management and Contemporary HR Challenges

- Managing organizational change in airport expansions.
- HR's role in digital airport transformation.
- Impact of automation and biometrics on the workforce.
- Managing cultural diversity in international hubs.
- HR analytics for aviation workforce planning.
- Future trends: AI, remote operations, and smart airports.

# Why Attend This Course? Wins & Losses!

- Specialized HR focus for airports and aviation.
- Practical case studies from global airports.
- Tools for managing large, shift-based workforces.
- International best practices in aviation HR.
- Strategies to enhance operational efficiency and safety.



## Conclusion

Human resources in airports goes beyond administration — it is a strategic function that directly impacts safety, passenger experience, and operational continuity. This course equips participants with the skills to build resilient aviation teams capable of meeting the evolving demands of global air transport.

