

# **HRODC Postgraduate Training Institute**

**A Postgraduate-Only Institution**

**075**

**Employee Resourcing and  
Worker Motivation**

**Course or Seminar**

**Leading To:**

**DIPLOMA – POSTGRADUATE IN  
Employee Resourcing and  
Worker Motivation**

***Accumulating to***

**POSTGRADUATE DIPLOMA**

**Progressing To A Masters Degree –**

***MBA – MSc - MA***

**Course Coordinator:**

**Prof. Dr. R. B. Crawford – Director of HRODC Ltd. and Director of HRODC Postgraduate Training Institute, A Postgraduate-Only Institution. He has the following Qualifications and Affiliations:**

- Doctor of Philosophy {(PhD) (University of London)};
- MEd. Management (University of Bath);
- Advanced Dip. Science Teacher Ed. (University of Bristol);
- Postgraduate Certificate in Information Systems (University of West London, formerly Thames Valley University);
- Diploma in Doctoral Research Supervision, (University of Wolverhampton);
- Teaching Certificate;
- Fellow of the Institute of Management Specialists;
- Human Resources Specialist, of the Institute of Management Specialists;
- Member of Academy of Management (MAoM), within the following Management Disciplines:
  - Human Resources;
  - Organization and Management Theory;
  - Organization Development and Change;
  - Research Methods;
  - Conflict Management;
  - Organizational Behavior;
  - Management Consulting;
  - Gender & Diversity in Organizations; and
  - Critical Management Studies.
- Member of the Asian Academy of Management (MAAM);
- Member of the International Society of Gesture Studies (MISGS);
- Member of the Standing Council for Organisational Symbolism (MSCOS);
- Life Member of Malaysian Institute of Human Resource Management (LMIHRM);
- Member of ResearchGate Community;
- Member of Convocation, University of London;
- Professor HRODC Postgraduate Training Institute.

**Prof. Crawford was an Academic at:**

- University of London (UK);
- London South Bank University (UK);

- University of Greenwich (UK); and
- University of Wolverhampton (UK).

### **For Whom This Course is Designed** **This Course is Designed For:**

- Human Resource (HR) Managers;
- Human Resource (HR) Directors;
- Human Resource (HR) Professionals;
- Human Resource (HR) Consultants;
- Human Resource (HR) Generalists;
- Human Resource (HR) Development Specialists;
- Human Resource (HR) Executives;
- Human Resource (HR) Recruitment Specialists;
- Board of Directors;
- Human Resource (HR) Planners;
- Human Resource (HR) Strategists;
- Divisional Managers;
- Senior Managers;
- Middle Managers;
- Junior Managers;
- Supervisors;
- Team Leaders;
- Business Owners;
- Venture Capitalists;
- Entrepreneurs;
- All others who are desirous of mastering the Employee Resourcing Process.  
Specifically, those who are concerned with Workforce Planning; Human Resource Recruitment; Human Resource Selection; Human Resource Strategising.

**Duration:**6 Days

**Cost:**£6,000.00Per Delegate

**Please Note:**

- V.A.T. (Government Tax) does not apply to Corporate Sponsored Individuals, taking Programmes or Courses in any location - within or outside the UK.
- It applies only to Individuals and Corporations based in the UK and to Non-UK Individual Residents taking courses in the UK.

**Cost includes:**

- Free Continuous snacks throughout the Event Days;
- Free Hot Lunch on Event Days;
- Free City Tour;
- Free Stationery;
- Free On-site Internet Access;
- Diploma – Postgraduate –in **Employee Resourcing and Worker Motivation**; or
- Certificate of Attendance and Participation – if unsuccessful on resit.

**HRODC Postgraduate Training Institute's Complimentary Products include:**

1. HRODC Postgraduate Training Institute's **Leather Conference Folder**;
2. HRODC Postgraduate Training Institute's **Leather Conference Ring Binder/ Writing Pad**;
3. HRODC Postgraduate Training Institute's **Key Ring/ Chain**;
4. HRODC Postgraduate Training Institute's **Leather Conference (Computer – Phone) Bag** – Black or Brown;
5. HRODC Postgraduate Training Institute's **8GB USB Flash Memory Drive**, with Course Material;
6. HRODC Postgraduate Training Institute's **Metal Pen**;
7. HRODC Postgraduate Training Institute's **Polo Shirt**.

**\*\*Please see product images, as a separate file - Complimentary Products For Students and Delegates, from HRODC Postgraduate Training Institute.\*\***

**Daily Schedule: 9:30 to 4:30 pm.**

**Location: Central London and International Locations**

# **Employee Resourcing and Worker Motivation Leading to Diploma-Postgraduate in Employee Resourcing and Worker Motivation**

## **Course Objectives**

By the conclusion of the specified learning and development activities, delegates **will be able to:**

- Exhibit an understanding of the desirability of a limited turnover of staff;
- Demonstrate their ability to determine the type of commitment that motivate particular individuals to join an organisation;
- Design ways of stabilizing staff turnover/high turnover;
- Demonstrate awareness of how personnel demand forecast (PDF) is conducted;
- Demonstrate their ability to conduct a human resource audit;
- Demonstrate awareness of the non-conventional selection methods;
- Conduct periodic and exit interviews and demonstrate their ability to conduct job analysis;
- Design job description and personnel specification for particular roles;
- Weight a candidate assessment form, on the basis of job description and personnel specification;
- Use candidate assessment form in short listing and interviews and conduct individual and panel interviews;
- Demonstrate capability of arriving at objective decisions in personnel selection;
- Analyse education, training and development programmes and design an effective induction package;
- Demonstrate an understanding of the legal bases of Employee Resourcing;
- Relate specific recruitment, selection, retention and exit issues to UK and European legislation

## **Course Contents, Concepts and Issues**

### **Part 1 - The Legal Bases of Employee Resourcing (1)**

- The Psychological Contract and Its Legal Bases
- Genuine Occupational Qualification (GOQ);
- Employees, Workers, and Contractors: Their Distinction and Legal Implications;

## **Part 2 - The Legal Bases of Employee Resourcing (2)**

- Exploiting the Organisation's Intellectual Property;
- Protecting the Organisation's Intellectual Property;
- Employee vs. Employer in Ownership of Intellectual Property Rights;
- Patent and Intellectual Property Rights;

## **Part 3 - Systematising the Recruitment and Selection Process**

- Systematic Recruitment and Selection Process;
- Job Analysis;
- Job Description;
- Personnel Specification;
- Market Targeting;

## **Part 4 - Practicalising the Recruitment and Selection Process**

- Determining or Predicting Vacancies;
- Conducting Job Analysis;
- Designing Job Description;
- Designing Personnel Specification;
- Market Targeting;

## **Part 5 - Motivation Theories and Their Protagonists (1)**

- Content Theories and Some of Their Contributors;
- Maslow's Hierarchy of Needs;
- Analysis of Maslow's Claims;

## **Part 6 - Motivation Theories and Their Protagonists (2)**

- Process Theories;
- Equity Theory;

- Goal-Setting Theory;
- Expectancy Theory;

## **Part 7 - Universalist and Contingency Approaches to Motivation**

- Motivation and Contingency Theory;
- The Contingency Approach to Motivation;
- The Collectivist vs. the Individualist Perspective of Motivation;

### **Service Contract, incorporating Terms and Conditions**

**Click, or copy and paste the URL, below, into your Web Browser, to view our Service Contract, incorporating Terms and Conditions.**

[https://www.hrodc.com/Service\\_Contract\\_Terms\\_and\\_Conditions\\_Service\\_Details\\_Delivery\\_Point\\_Period\\_Cancellations\\_Extenuating\\_Circumstances\\_Payment\\_Protocol\\_Location.htm](https://www.hrodc.com/Service_Contract_Terms_and_Conditions_Service_Details_Delivery_Point_Period_Cancellations_Extenuating_Circumstances_Payment_Protocol_Location.htm)

The submission of our application form or otherwise registration by of the submission of a course booking form or e-mail booking request is an attestation of the candidate's subscription to our Policy Terms and Conditions, which are legally binding.

**Prof. Dr. R. B. Crawford - Director HRODC Postgraduate Training Institute**