

# **HRODC Postgraduate Training Institute**

**A Postgraduate-Only Institution**

**052**

**The Management of Organisational Resources  
Course or Seminar**

**Leading To:**

**DIPLOMA – POSTGRADUATE IN  
Resources Management**

***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:**

- Executives;
- Directors;
- Board of Directors;
- General Managers;
- Senior Managers;
- Middle Managers;
- Junior Managers;
- Supervisors;
- Department Heads;
- Human Resource Directors;
- Human Resource Professionals;
- Personnel Managers;
- Business owners;
- Entrepreneurs.

**Duration:**5Days

**Cost:**£5,000.00Per 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 **Resource Management**; 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**

## **The Management of Organisational Resource Leading to Diploma-Postgraduate in Resource Management**

### **Course Objectives**

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

- Exhibit appreciation for the finite nature of resources;
- Illustrate the 'Import-Conversion-Export Process', in specific relation to the management of organizational resources;
- Demonstrate an awareness of the relationship between strategic management & resource management;
- Conduct a Personnel Audit;

- Develop a Personnel Deployment Chart;
- Construct a Management Succession Chart;
- Point to specific situations in case studies covered, where Co-ordinating through Standardisation of input - skills, knowledge and attitudes – has been in practice;
- Indicate the structural bases and structure-cultural relationships that are conducive to Co-ordinating through Standardisation of output;
- View budgeting as a control mechanism;
- Demonstrate the relationship between 'Efficiency Gains', in Throughput Accounting, and Net Profit – as applied to Training and Development;
- Explain the benefits and misgivings of Policy Planning and Budgeting Systems (PPBS);

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

- Relationship between Strategic Management and Resource Management;
- Conflict between Corporate and Operational Management in Relation to Resource Utilisation;
- The 'Import-Conversion-Export Process';
- The Functions of Management;
- Planning As a Function of Management;
- Strategic Plans;
- Tactical Plans;
- Operational Plans;
- Standing Plans;
- The 'Inflow-Outflow Process', as Applied to Human Resource Management (HRM);
- Co-ordinating as a Function of Management: Training and Development Modification:
  - Co-ordinating through Mutual adjustment;
  - Co-ordinating through Direct supervision;
  - Co-ordinating through Standardisation of work Process;
  - Co-ordinating through Standardisation of input - skills, knowledge and attitudes;
  - Co-ordinating through Standardisation of output.
- Conducting a Personnel Audit;
- Developing a Personnel Deployment Chart;

- Constructing a Management Succession Chart;
- Costing and Cost-Benefit Analysis;
- Activity-Based Costing;
- Policy Planning and Budgeting Systems (PPBS);
- Zero Base Budgeting;
- Paradigm-Based Budgeting;
- Process-Based Budgeting;
- Priority-Based Budgeting;
- Performance-Based Budgeting;
- Activity-Based Budgeting;
- Management by Objectives (MBO);
- Throughput Accounting:
  - Throughput Accounting: An Introduction;
  - Determining whether a Programme or Event Increases Throughput;
  - Effect of Reducing Investment (Inventory) (money that cannot be used) in Business and Non-Business Organisations;
  - Reducing Operating Expense.
- Efficiency Gains:
  - Defining Efficiency Gains;
  - Measuring Efficiency Gains;
  - Improving Efficiency Gains.
- Relate the concept of 'Efficiency Gains' in Throughput Accounting, to the Concept of Net Profit – as Applied to Training and Development, as in:
  - Net profit (NP) = Throughput - Operating Expense = T-OE
  - Return on Investment (ROI) = Net profit / Investment = NP/I
  - Productivity (P) = Throughput / Operating expense = T/OE
  - Investment turns (IT) = Throughput / Investment = T/I
- Budgeting as an Control Mechanism;
- Budgeting and the Controlling of Organisational Resources;
- Traditional Methods of Resource Allocation;
- Modern Approaches to Resource Allocation – Based on Assessment of the Potential of Subsystem to Succeed, in Relation to Prevailing Environmental Situation;
- Responsibility Centres in the form of:
  - Revenue Centres;
  - Expense or Cost Centres;

- Profit Centres;
  - Investment Centres.
- Effective workforce diversity as 'an economic imperative' in Humana Resource Management (HRM).

### **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**