

HRODC Postgraduate Training Institute

A Postgraduate-Only Institution

261

**Strategic and Human Resource Management
In an International Context**

Course or Seminar

Leading To:

DIPLOMA – POSTGRADUATE IN
Strategic and Human Resource Management
In an International Context (Double Credit)

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:

- Business Consultants;
- Employee Development Managers;
- Experienced Managers who are new to Human Resource Management;
- Human Resource (HR) Consultants;
- Human Resource (HR) Directors;
- Human Resource (HR) Executives;
- Human Resource (HR) Generalists;
- Human Resource (HR) Managers;
- Human Resource (HR) Planners;
- Human Resource (HR) Professionals;
- Human Resource (HR) Recruitment Specialists;
- Human Resource (HR) Strategists;
- Human Resource Development (HRD) professionals;
- Human Resource Development (HRD) Specialists;
- Human Resource Management (HRM) Specialists;
- Human Resource Managers;
- Human Resource Professionals;
- Human Resource Specialists who need to expand their knowledge and expertise in all aspects of human resources management;
- Junior Managers;
- Line Managers;
- Middle Managers;
- Organisational Development Specialists;
- Senior Managers;
- Small business owners who do not have in-house professional Human Resource Management expertise;

- Talent Management Officials;
- Training Coordinators and Administrators;
- Training Managers;
- Venture Capitalists;
- Those considering entering the field of Human Resource Management Early- to mid-career professionals who need to manage the increasing complexity of interpersonal or organizational dynamics in their jobs;
- 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.

Course Duration: 10 Days

Cost: £10,000.00 Per 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 **Strategic and Operational Human Resource Management in an International Context (Double Credit)**; 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

**Strategic and Operational Human Resource Management in an International Context
Leading to Diploma – Postgraduate – in Strategic and Operational Human Resource Management in an International Context (Double Credit)**

Course Objectives

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

- Calculate the Return on Investment (ROI) in Education, Training and Development;
- Demonstrate a heightened knowledge of how training needs might be devised from Strategic Plans;
- Demonstrate an appreciation of the importance of welfare in the development of Personnel Management and Human Resource Management;
- Demonstrate an awareness of the importance of Delegation in Human Resource & Organisational Development;
- Demonstrate awareness of the importance of communication in the process of Human Resource Management;
- Demonstrate their ability to conduct a Human Resource Audit;
- Demonstrate their ability to design an effective Employee Resourcing Strategy;
- Demonstrate their ability to determine the type of commitment that motivate particular individuals to join an organisation;
- Demonstrate their ability to lead a recruitment and Selection Team;
- Demonstrate their ability to manage recruitment and selection within a 'resourcing context'.
- Demonstrate their understanding of distinction between Personnel Management and Human Resource Management;

- Design a Job Description;
- Design a Personnel Specification;
- Design and Weight a Candidate Assessment Form (CAF);
- Determine the factors influencing Human Resource Planning;
- Determine the factors that Delegates should ascertain before delegating tasks;
- Determine the links between corporate planning and human resource planning;
- Determine the organisation's opportunity costs in providing Education, Training and Development for its Employees;
- Determine the resources necessary to enhance individual and team performance;
- Determine the support that Delegators should give to their Delegates, during their performance of the specified tasks.
- Determine when there is a need to review an organization human resource plans;
- Develop a Strategy to manage poor performance.
- Discuss the major issues associated with Delegation;
- Discuss, with confidence, the factors that are associated with poor performance;
- Distinguish between Education, Training and Development;
- Elucidate the benefits of Delegation to Delegates;
- Elucidate the concerns of managers in delegating;
- Exhibit confidence in Delegating;
- Exhibit their ability to take appropriate measures to improve Individual and Team Performance;
- Explain the process and value of Human Resource Audit;
- Explain the underlying concept of Investors in People (IIP);
- Illustrate, vividly, how the Political, Economic, Social, Technological, Environmental and Legal (PESTEL) Factors impinge on Employee Resourcing, incorporating Human Resource Planning;
- Indicate the significant aspects in the Development of Personnel Management and Human Resource Management;
- Link Employee Resourcing with Business and Organisational Development;
- Locate Performance Management in an appropriate context;
- Suggest the importance of Human Resource Planning in Organisation Management.

Course Contents, Concepts and Issues

Part 1: From Personnel to Human Resource Management: A Strategic Development

- A Distinction between Personnel Management and Human Resource Management;
- The advent of Welfare Management;
- The role of Joseph Rowntree in Industrial Welfare Development;
- The Development of Professional Personnel and Human Resource Management;
- Concerns of Personnel Management:
- The strategic significance of Human Resource Management;
- Concerns of Human Resource Management:
- The rationale for Human Resource Planning (HRP);
- The link between HRP and Corporate Planning;
- Human Resource Forecasting (HRF);

Part 2: Strategising Employee Resourcing

- Logicalising Internal and External Selection Processes;
- Internal and External Selection Processes as an Organisational Development Phenomena;
- Rationalising Internal Selection as a Process;
- Staff Turnover and its Negative and Positive Impact On the Organisation;
- Recruitment and Selection as a Resourcing Activity;
- The Importance of Human Resource Forecasts;
- Methods of Forecasting Human Resource Needs of the Organisation;
- The Political, Economic, Social, Technological, Environmental and Legal (PESTEL) Factors, in the External Uncontrollable Environment and how they impinge on Employee Resourcing, incorporating Human Resource Planning;

Part 3: Motivation in Human Resource Management (1)

- Directing or Leading: Setting The Stage;
- The Conceptual Bases of Motivation;
- Theoretical Bases of Motivation: An Overview;

- Distinguishing Between Knowledge and Skills;
- Competence and Performance: A Conceptual Exploration;
- Is there a Definitive Relationship between Competence and Motivation?
- Content Theories and Some of Their Contributors:
- Maslow's Hierarchy of Needs;
- Analysis of Maslow's Claims;

Part 4: Motivation in Human Resource Management (2)

- The Extent to Which Salary or Wages Inducement Motivate Workers;
- Performance Related Pay (PRP);
- Productivity Bonuses;
- Efficiency Gains;
- Profit Share;

Part 5: Diversity Management and Its Importance in Human Resource Management (1)

- The Concepts of Equal Opportunities and Diversity Management;
- Equal Opportunities in Employment and the British Legislation;
- Exploring Workforce Diversity;
- Cultural Diversity, Generally;
- Gender Diversity;
- Racial Diversity;
- Ethnic Diversity
- Age Diversity;
- Perceptual and Mental Diversity;
- Physical Diversity;
- Diversity Mismanagement and Its Consequence for Organisational Survival: Some Case Examples;
- Beyond Equal Opportunities: Towards Diversity Management;
- Diversity Management and Effective Human Resource Utilization;
- Constitution of Committees and Task Forces;
- Gate Keeping: Avoiding 'Resonance';
- Utilizing Marketing Intelligence;
- Activities Necessary for an Effective Management of Organisational Diversity: Managing Organisational Culture;

- Ensuring Human Resource Management System Is Bias Free;
- Managing Diversity through Recruitment, Training, Education & Development;
- Managing Diversity in Appraisal, Compensation and Benefits;
- Promotion;
- Creating a Higher Career Involvement of Women: Eliminating Dual Career Routes;
- Managing Diversity through the Prevention of Subtle Sexual Harassment;
- Managing Racial, Ethnic and Gender Diversity through the Elimination of the Opportunities for Discrimination That Are Created by the 'Complaints System';

Part 6: Diversity Management and Its Importance in Human Resource Management (2)

- Wall Street Journal:
- Managing Cultural Differences: Promoting An Understanding Of Sensitivity Towards Differences Existing Among Workers, e.g. in:
 - Taking Advantage of the Opportunities Which Diversity Provides;
 - Organisational Diversity and the Issue of 'Sentience';
 - Relationship Management;
 - Diversity Management, Workforce Flexibility and Flexible Working Practices;
 - Developing, Monitoring and Enforcing Equal Opportunities and Diversity Policies;
 - The Adaptation of a Leadership Style That Is Conducive To an Effective Diversity Management System.

Part 7: Delegating For Organisational Effectiveness

- What is Delegation?;
- Advantages of Delegation to Delegates;
- What Might Be Delegated?;
- Benefits of Delegation to Delegates;
- Prerequisites for Effective Delegation;
- Support Necessary during Task Performance;
- Importance of Communication in Delegation;
- Importance of Power and Authority in Delegation;
- Problems of Ineffective Delegation.

Part 8: Education, Training and Development as Investment

- Difference between Education, Training and Development;
- Education, Training and Development, and 'Opportunity Cost';
- Education, Training and Development for 'Efficiency Gains';
- Defining Efficiency Gains;

Part 9: Human Resource and Performance Management

- Managing Poor Performance;
- Managing Absence;
- Dealing with Harassment;
- The Effective Management of Retirement, Redundancy, Dismissal and Voluntary Turnover;
- Evaluating the Mechanisms Available For Preventing or Alleviating Poor Performance;
- Working From Corporate Mission and Strategy;
- Performance Targets;
- Tactical Performance Targets;

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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.

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