

e-HR: Modern Trends and Applications

Why Attend

Technology is evolving rapidly and the HR practitioner is challenged to make full use of this resource. This course is designed to help HR professionals optimize their use of today's technologies in order to maximize value and contribution to the organization's bottom line. By highlighting all the new trends and technologies that affect HR management, the course will help HR professionals stay connected in today's digital world.

Course Methodology

The course relies on hands-on presentations of the latest digital technologies applications in HR, and shares best practices that can improve the productivity of human resources management.

Participants will experiment with the newest trends affecting human resources management activities and responsibilities. During the course participants will be given the opportunity to use selected new applications in order to gain practical experience.

Course Objectives

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

- Evaluate new technologies available for today's HR professionals and decide how and when to adopt them
- Develop a strategy that will keep human resources aligned with today's digital world
- Apply various digital means for the effective recruitment and selection of talent
- Balance between employees' digital needs and organizational security policies
- Distinguish between Human Resources Information Systems (HRIS) and interactive platforms
- Assess digital and social learning and how they contribute to people development
- Explain performance and feedback systems in light of new assessment methodologies
- Demonstrate understanding of the concept of digitalization and how it can help HR professionals win a seat as a business partner

Target Audience

Human Resources managers, Business partners, Team leaders and specialists

Target Competencies

- Working with people
- Relating and networking
- Presenting and communicating
- Planning and organizing
- Applying expertise and technology
- Formulating concepts and strategies

Associations

HR Certification Institute (HRCI) : Meirc is an approved provider with the HR Certification Institute. Established in 1976, HRCI is an internationally certifying organization for the human resource profession and a global leader in developing rigorous exams to demonstrate mastery and real-world application of forward-thinking HR practices, policies and principles. Today, more than 120,000 professionals worldwide proudly maintain their HR Certification Institute’s credentials as a mark of high professional distinction. By successfully completing any Meirc program which is approved by HRCI, participants will earn credit hours essential for maintaining professional distinction of PHR®, SPHR® or GPHR®.



Society for Human Resource Management (SHRM) : Meirc is recognized by the Society of Human Resources Management (SHRM) as a Preferred Provider. This recognition implies that participants who attend any of the SHRM approved programs delivered by Meirc Training & Consulting will earn a number of Professional Development Credits (PDCs) which will help them maintain their certification in SHRM-CPSM or SHRM-SCPSM.



Location & Date

19 Nov - 23 Nov, 2017
Dubai, English
Sofitel Downtown Dubai

22 Apr - 26 Apr, 2018
Dubai, English

Meirc reserves the right to alter dates, content, venue and trainer.

Fees: US\$

Per participant

US\$ 4,600

(including coffee breaks and a buffet lunch daily)



For companies that want to maximize the return on their investment in training: **Register 3 participants** on the same course and dates and pay only for 2.

Course Outline

- **Introducing e-HR**
 - HR development and evolution
 - New technologies for HR
 - Evaluating technologies before adopting them
 - The new technological challenges facing HR
 - The digital transformation of HR

- Leveraging the digital megatrends to transform HR
- **HR Digital Strategy**
 - The framework of an HR digital strategy
 - Communicating the digital strategy
 - How digitalization drives effective decision making
 - Improving communication and administrative work
- **HR recruitment and selection**
 - New selection methodologies
 - New trends in recruitment
 - The use of technology in assessing competence
 - Improving the organizational brand through e-recruitment
 - How to control and filter for best fit
- **Employees relations**
 - Managing a multigenerational workplace
 - Keeping HR aligned with the modern workplace
 - Controlling social media at workplace
 - Social media Internal and external risks
 - Developing a networking policy
 - Social media pros and cons
- **HR systems**
 - Importance of accurate data
 - Unified and interactive platforms
 - Using technology for more efficiency and productivity
 - The pros and cons of HR systems
- **Learning and development**
 - How talent has gone digital
 - The role of simulations and games in boosting learning and development
 - e-learning and its various applications
 - The impact of social media on learning and development
 - Digital learning assessment

- **Performance management**
 - Closing the talent gap faster
 - Enhancing the accuracy of performance assessment
 - Systematic performance management acceptability
 - New assessment methodologies
- **Digitalization as a strategic partner**
 - HR metrics and measurements
 - Big data concepts and uses
 - HR and cloud management
 - A roadmap for solid HR digitalization processes