



HUMAN RESOURCE DEVELOPMENT STRATEGY

Human resource development strategy must respond to tasks changes in working practices and must be integrated with overall business goals and strategy to contribute to the effective and efficient synergy of all the resources available to the organisation. This course treats Human Resource Development (HRD) like component part of the Human Resource Management (HRM). Also, the accent is put it on the strategically integration of the HRM politics and practices. In the first day the participants identify the role of the HRD department and its structure. After that are reviewed the HRD functions. The Career Development of the every employee occupies an important place between the functions. The unfurled exercises have the role to strengthen the shared knowledge.

In the second day of the course we are oriented on the employee behaviour and influence factors. At this subject we will see a management professional movie. We will conclude about how to approach some problematic cases and employees' fears to communicate their problems.

OBJECTIVES

At the end of the course, the participants:

- will identify the current stage of growth and development of their own organisation, and will understand the implications of the HRD;
- will be able to elaborate a human resource strategy for their organisation;
- will be able to create a programme of human resource development for their organisation;

COURSE CONTENT

The influence of human resource strategy in the strategy of the organisation

- What means human resources development (HRD)
- How was the evolution of HRD activity
- Relationship between human resource management (HRM) and HRD
- Key point in HRD strategy formulation
- HRD department structure

- The role of the HRD department personnel

Functions of human resource development (HRD)

- Training
- Socialisation
- Employees counselling programmes
- Career development
- Techniques for performance improvement
- Organisational development

Influences on employee's behaviour

- Internal factors (individual)
- External factors

PARTICIPANTS

- * Members of the management team,
- * Heads of Personnel / Human Resource Departments and other human resources specialists

DURATION: 2 days



MINARDO