



HOW YOU WILL BENEFIT

STANDARDS' imperative hands-on Human Resources Management Training Program.

- Understand HR management's new role as a strategic business partner—and its vital contribution to your organization's success
- Discover strategies to attract and retain top talent
- Examine best practices for managing HR, including improving performance and creating compensation, training and benefit systems that drive bottom-line results
- Identify and deal with potentially explosive issues with an eye to both legal requirements and the needs of your business
- Analyze human resources management issues and develop action plans you can implement immediately in your organization

Behavioral Interview: Holding interviews focusing on personal traits, behavioral styles and past performance and attitude.

Managing Training Needs: Conducting a training needs analysis resulting from the performance appraisal, and training

requirements of your employees.

Staffing Organizations: Selection, Personnel Capacity and productivity design.

Training and Development: How to manage trainings within the company, conduct orientation sessions, and coordinate technical training needs.

Job Evaluation Methods: Evaluating the Jobs resulting in a strong grading system, hence the salary and benefits scale

Succession Planning: Assuring keeping and retaining key positions fulfilled, and avoiding the gap of wrong promotions.

Compensation & Benefits: Salary Bands, Salary Scales and Bonus systems.

Counseling and Disciplinary Procedures: Verbal and written disciplinary procedures, counseling employees on their daily job-affecting problems.

Motivation and Performance Feedback: The performance appraisal system design, criteria and measures.

Talent Management, retaining your talents: Career development plans for key personnel, retaining them within the organization.