HR Management · HR52

The 5-Day MBA in HR

Madrid · 21 - 25 Dec 2026

Date	Venue	Duration
21 - 25 Dec 2026	**Madrid**	**1 Week**
Fee	Ref	Language
£5,000 GBP	**HR52**	**English**

Introduction

Employee Relations and Engagement training course examines the most recent and best employee relationship management training. Employee Relationship Management entails managing each employee's relationship with the team and with one another. Every HR decision-making in an organisation is influenced by employee relations.
The methods taught in this course will enable the establishment of a working environment in which all employees can contribute to their full potential. This will necessitate the establishment of a supportive and trusting work environment, as well as the proactive and sensitive management of individual and collective ER issues.

This training course will highlight:

- Strategic Human Resource Management (HRM) in the modish organisation
- Employee Reward and how it impacts employee performance
- Training & Improvement in the 21st Century
- Fulfilment Management in a multicultural environment
- The latest strategies for efficient resourcing and recruitment

Course Objectives of 5-Day MBA in HR

By the end of this training course, delegates will be qualified to:

- Get Strategic HRM programmes (SHRM)
- Explain the role and duties of the Personnel / HR Department
- Display a thorough understanding of employee resourcing, recruitment & reward
- Define best practices in working with employees with problems
- Recognise achievement management in a multicultural environment
- Describe the critical value of training and development

Course Methodology of 5-Day MBA in HR

Mastering Human Resource Management joins a discussion of the latest advancements in the domain of HR research and neurolinguistics. A large-scale range of proven adult training methods

will be utilised including real-world case studies, videos from managing experts, self-assessments, participatory studies, and many practices to make the course a stimulating and enriching training experience.

Organisational Impact of 5-Day MBA in HR

Organisations will serve tremendously when they have HR Specialists who are utilising the latest ‘best practice methods with a high degree of the essential competencies obtained in this course.

The efficient management of employees results in an involved and motivated workforce that is productive and hence useful for the organisation.

Superior Management will obtain the advice accessible from the HR function.

Personal Impact of 5-Day MBA in HR

This training course teaches the competencies that enable delegates will be able to:

- Play a more strategic function in the organisation
- Know themselves and the potential of HR more precisely
- Guidance on recruitment, retention, and improvement of employees
- Recognise the importance of variety and multiculturalism
- Develop their capability to communicate, control, and work with others
- Explain the influence of motivation and engagement

Target Audience of 5-Day MBA in HR

This training course will greatly serve all selves who wish to understand the significance of good man-management but will especially serve:

- Human Resource Officers
- Human Resource Administrators
- Line Managers
- Supervisors
- Human Resource Specialists
- Those on ‘Fast Track’ Programmes

Course Outlines of 5-Day MBA in HR

DAY 1

Human Resource Management for the 21st Century

- The Changing Face of Organisations and Functions
- Key Impact of Changes on Human Resource Management
- Human Resource Management (HRM) is not Personnel
- New Roles and Responsibilities of HRM
- Impact of Data Analytics and Predictive Analytics
- Evolving Structures of HRM
- Career Routes into HRM and Continuous Professional Development (CPD)

DAY 2

Performance Management in a Multi-Dimensional Organisation

- Performance Management in a Multi-Cultural Environment
- Effective Performance Management Is Changing
- The Role of C Suite and the Responsibilities of Line Management
- Are our Objectives and Performance Standards Always Relevant?
- Understanding the Difference between High Potential and High Performance
- Managing High Performers and Under-performers
- Examining the Causes of Performance Gaps
- The Relevance of Performance Appraisal & 360° Feedback

DAY 3

Recruitment, Employee Resourcing & Reward

- Targeted Recruitment and Selection
- The Uses of Social Media and Mobile Recruiting
- Need for Comprehensive Selection Tools
- Assessment and Development Centres
- The Psychology of Motivation
- The Psychological Contract
- Managing Multi-Generations in the Workplace
- Reward Management, Remuneration, and Benefits

DAY 4

Workplace Conflict & Working with Employees in Difficulty

- The Inevitability of Workplace Conflict
- Management Interventions to Avoid Conflict
- Using Mediation in the Workplace
- Counselling Services & Employee Assistance Programmes (EAP)
- Managing Employee Problems – Stress Management
- Managing Employee Problems – Bullying and Harassment
- Equality of Opportunity, Diversity, and Discrimination

DAY 5

Employee Development

- Understanding the Importance of Learning and Development
- Current Trends in L&D – Mentoring, Coaching, and PDPs
- Neuroscience Research and Learning
- Identifying Learning & Development Needs and Meeting Them
- How Corporate Social Responsibility Can Be Used For Development
- Importance of Succession Planning and Talent Management
- Personal Action Planning

Register or ask about this course online

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