HR Management · HR364

Comprehensive HR Management Masterclass

Paris · 23 - 27 Nov 2026

Date	Venue	Duration
23 - 27 Nov 2026	**Paris**	**1 Week**
Fee	Ref	Language
£5,150 GBP	**HR364**	**English**

Introduction

This masterclass is designed to provide HR professionals with a complete understanding of modern human resource management practices. From recruitment and performance management to compensation strategies, employee engagement, and HR analytics — participants will gain both strategic and operational HR skills essential to leading high-performing organizations.

Course Objectives of Comprehensive HR Management Masterclass

At the end of this program participants will be qualified to:

- Align HR strategies with overall business goals.
- Design and implement effective recruitment and onboarding frameworks.
- Develop performance management systems that drive accountability.
- Structure compensation and benefits packages that promote retention.
- Apply the latest HR trends such as HR analytics and digital transformation.
- Navigate employee relations with confidence and professionalism.

Course Methodology of Comprehensive HR Management Masterclass

- Lectures and Expert Insights: Leading industry experts will share their insights and best practices.
- Case Studies: Analyze real-world talent acquisition challenges and solutions.
- Group Discussions: Engage in meaningful discussions and share experiences with peers.
- Role-Playing and Simulations: Practice recruitment scenarios to enhance skills.
- Hands-on Workshops: Gain practical experience in using recruitment tools and techniques.

Organizational Impact of Comprehensive HR Management Masterclass

- Improved talent acquisition and retention strategies.

- More efficient HR processes that reduce operational costs.
- Data-driven decision-making using HR metrics and analytics.
- Stronger employee engagement leading to higher productivity.

Personal Impact of Comprehensive HR Management Masterclass

- Stronger competence in handling HR operations and strategy.
- Confidence in dealing with complex employee relations scenarios.
- Enhanced ability to communicate HR decisions to management.
- Recognition as a strategic HR partner within the organization.

Target Audience of Comprehensive HR Management Masterclass

- HR Managers & HR Officers
- Recruitment & Talent Acquisition Specialists
- Training & Development Officers
- Administrators transitioning into HR roles
- Line Managers responsible for HR functions

Course Outlines

DAY 1

Strategic HR Foundations

- Evolution of HR: From Administration to Business Partner
- HR Policies, Structure & Workflow
- Job Analysis, Job Description & Workforce Planning
- HR KPIs and Metrics

Day 2

Recruitment & Onboarding Excellence

- Modern Talent Sourcing & Employer Branding
- Competency-Based Interviewing Techniques
- Selection Tools & Assessment Centers
- Effective Onboarding and Probation Management

Day 3

Performance Management & Employee Development

- Designing Performance Appraisal Systems
- KPI vs Competency-Based Evaluation
- Coaching & Feedback Conversations
- Learning & Development Planning

Day 4

Compensation, Benefits & Employee Relations

- Salary Structures & Grading Systems

- Incentives, Allowances & Non-Financial Rewards
- Handling Employee Grievances and Disciplinary Procedures
- Labour Law Essentials (with regional customization)

Day 5

HR Digital Transformation & Future Trends

- HR Automation Tools & HRIS
- Introduction to HR Analytics
- Employee Engagement Surveys & Culture Building
- Action Plan: Developing a Strategic HR Roadmap

Register or ask about this course online

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