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, this course will help HR professionals stay connected, identify key HR competencies in the recruitment of new talent and develop a comprehensive HR digital strategy.

Course Methodology

This 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

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

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