

MODERN HUMAN RESOURCES MANAGEMENT



GENTEX[®]
TRAINING CENTER



Introduction

Modern Human Resources Management Training Course provides HR professionals with practical strategies to manage talent, culture, and organizational performance effectively. Furthermore, the course explores contemporary HR practices, including workforce planning, talent acquisition, and employee engagement models used by leading organizations. Participants examine performance management systems, competency frameworks, and digital HR technologies that shape modern people practices. In addition, the course addresses labor law fundamentals, compensation structures, and change management approaches that strengthen organizational resilience. As a result, attendees gain a structured approach to building agile, people-centered HR functions that support long-term business goals.

Modern Human Resources Management Course Objectives

- Apply strategic workforce planning techniques aligned with organizational goals
- Design effective talent acquisition and recruitment processes using structured interviews
- Develop competency frameworks and job evaluation systems for consistent role management
- Implement performance management systems, including KPIs and 360-degree feedback
- Build employee engagement strategies using surveys and retention analytics
- Apply compensation and benefits structures aligned with market benchmarking
- Use HR information systems (HRIS) to streamline people-management processes
- Manage organizational change using structured change management models
- Apply labor law principles to reduce compliance risk and disputes
- Design learning and development plans that support career growth



Course Methodology

- Interactive lectures supported by real HR case studies and examples
- Group discussions on workforce planning and talent management challenges
- Practical workshops using competency frameworks and performance scorecards
- Role-play exercises for interviews, feedback, and conflict resolution
- Review of HRIS dashboards and engagement survey tools
- Continuous feedback through class discussions and instructor-guided assessments

Who Should Take This Course

- Human resources managers and officers
- Talent acquisition and recruitment specialists
- Learning and development coordinators
- Compensation and benefits professionals
- Department heads managing team performance
- Organizational development practitioners
- Business owners overseeing HR functions

Modern Human Resources Management Course Outlines

Day 1: Foundations of Modern HR Management

- Evolution of HR from administrative to strategic function
- Aligning HR strategy with business objectives
- Workforce planning models and demand forecasting

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- Introduction to competency frameworks and job families
- HR metrics and analytics for decision-making
- Roles and responsibilities within modern HR structures
- Overview of HR information systems (HRIS)

Day 2: Talent Acquisition & Onboarding

- Designing effective job descriptions and person specifications
- Sourcing strategies across digital and traditional channels
- Structured interview techniques and assessment centers
- Candidate evaluation scorecards and selection criteria
- Building effective onboarding and induction programs
- Employer branding to attract top talent
- Reducing time-to-hire while maintaining quality

Day 3: Performance Management & Employee Engagement

- Setting SMART objectives and key performance indicators
- Conducting 360-degree feedback and performance reviews
- Building employee engagement and retention strategies
- Using pulse surveys to measure workplace satisfaction
- Managing underperformance through improvement plans
- Recognition programs and reward strategies
- Linking performance outcomes to development plans





Day 4: Compensation, Benefits & Labor Law

- Designing competitive compensation structures
- Job evaluation methods and salary benchmarking
- Structuring benefits packages and incentive plans
- Labor law fundamentals and compliance requirements
- Managing grievances and disciplinary procedures
- Employment contracts and termination processes
- Reducing legal risk through documented HR policies

Day 5: Change Management & Future of HR

- Change management models for organizational transformation
- Managing resistance and building change readiness
- Digital transformation in HR functions
- Learning and development strategies for future skills
- Succession planning and leadership pipelines
- Diversity, equity, and inclusion practices
- Building an agile, future-ready HR function



Conclusion

By successfully completing Modern Human Resources Management Training Course, participants will have acquired practical knowledge of workforce planning, talent acquisition, performance management, and labor law compliance. Furthermore, attendees will understand how to design engagement strategies, manage compensation structures, and lead organizational change effectively. As a result, participants leave equipped with structured tools to strengthen HR functions within their organizations. Gentex Training Center remains committed to delivering practical, industry-relevant knowledge that supports long-term professional growth.

FAQs

Q1 What is the "Modern Human Resources Management" course about?

This course explains how organizations manage talent, performance, and workplace culture using contemporary HR practices. It covers workforce planning, recruitment, performance management, and labor law, giving participants a structured understanding of modern HR functions.

Q2 What are the key benefits of the "Modern Human Resources Management" course?

Participants gain practical skills in talent acquisition, engagement, and compensation design while learning to apply structured HR frameworks. As a result, attendees can improve retention, reduce compliance risk, and strengthen organizational performance.



Q3 What skills will I gain from the "Modern Human Resources Management" course?

Participants develop strong skills in workforce planning, talent acquisition, performance management, and labor law compliance. Furthermore, they learn to apply these skills within real HR scenarios, improving decision-making across recruitment, engagement, and compensation.

Q4 What tools, methods, or standards are covered in the "Modern Human Resources Management" course?

The course covers competency frameworks, HR information systems (HRIS), 360-degree feedback tools, job evaluation methods, and salary benchmarking practices. Additionally, participants examine change management models and engagement survey techniques used across industries.

Q5 How is the "Modern Human Resources Management" course applied in real-world practice?

Participants apply HR principles to real workplace scenarios, including recruitment decisions, performance reviews, and compensation planning. In addition, they practice designing engagement strategies and managing organizational change aligned with business goals.