

THE OXFORD HRM & TRAINING PROGRAMME



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TRAINING CENTER



Introduction

The Oxford HRM & Training Programme Training Course equips human resources professionals with modern strategies to manage talent, strengthen workplace culture, and align HR practices with business goals. Effective human resources management drives employee engagement, supports organizational growth, and ensures compliance with evolving workplace standards. This course explores core HR functions, including talent acquisition, performance management, and employee relations, alongside practical frameworks such as Job Analysis, Balanced Scorecard, and Competency-Based HR Models. Participants gain hands-on experience through case studies and structured exercises that reflect real workplace challenges. As a result, attendees leave with the confidence and tools needed to lead HR functions strategically within their organizations.

The Oxford HRM & Training Programme Course Objectives

- Explain the strategic role of human resources within modern organizations
- Apply Job Analysis techniques to define roles and responsibilities clearly
- Use Competency-Based HR Models to guide recruitment and development
- Design performance management systems aligned with organizational goals
- Develop employee engagement strategies that reduce turnover and boost morale
- Apply the Balanced Scorecard approach to measure HR effectiveness
- Build structured onboarding programs that accelerate employee productivity
- Manage employee relations issues using fair and consistent practices
- Design training and development plans that close skill gaps
- Align HR policies with labor law and workplace compliance requirements

Course Methodology



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- Interactive lectures covering core HR frameworks and models
- Practical exercises using Job Analysis and competency mapping tools
- Group discussions on real workplace HR challenges
- Case study analysis of successful HR strategies
- Role-play scenarios for handling employee relations issues
- Structured feedback sessions to reinforce HR leadership skills

Who Should Take This Course

- HR managers, officers, and coordinators seeking practical skills
- Department heads involved in workforce planning and management
- Talent acquisition and recruitment professionals
- Learning and development specialists designing training programs
- Business owners managing HR functions directly
- Professionals transitioning into human resources roles

The Oxford HRM & Training Programme Course Outlines

Day 1: Foundations of Strategic HR Management

- Defining the strategic role of human resources
- Aligning HR strategy with organizational objectives
- Overview of core HR functions and processes
- Introduction to Job Analysis and role design
- Understanding workforce planning fundamentals
- Legal and compliance considerations in HR



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- Case study: HR strategy in a growing organization

Day 2: Talent Acquisition and Onboarding

- Designing effective recruitment and selection processes
- Using Competency-Based HR Models in hiring
- Structuring interviews for consistent evaluation
- Building structured onboarding programs
- Reducing early turnover through effective integration
- Measuring recruitment success with key metrics
- Case study: onboarding programs that improve retention

Day 3: Performance Management Systems

- Setting clear performance expectations and goals
- Applying the Balanced Scorecard to HR performance
- Conducting effective performance appraisals
- Providing constructive feedback to employees
- Managing underperformance through structured plans
- Linking performance outcomes to development opportunities
- Case study: performance management transformation

Day 4: Employee Engagement and Relations

- Building strategies to boost employee engagement
- Understanding causes of employee dissatisfaction
- Managing workplace conflicts and grievances fairly
- Applying consistent disciplinary procedures



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- Strengthening internal communication practices
- Measuring engagement through employee surveys
- Case study: improving engagement in a large team

Day 5: Learning, Development, and Compliance

- Identifying skill gaps through training needs analysis
- Designing effective learning and development plans
- Applying blended learning approaches for skill building
- Ensuring HR policies meet labor law requirements
- Managing compliance documentation and record-keeping
- Building a culture of continuous learning
- Case study: training strategy for workforce growth

Conclusion

By successfully completing The Oxford HRM & Training Programme, participants will have acquired practical knowledge in talent management, performance systems, and employee engagement strategies essential for effective human resources leadership. Attendees will leave equipped to apply structured frameworks such as Job Analysis, Competency-Based Models, and the Balanced Scorecard within their own organizations. This Training Course provides HR professionals with actionable tools to strengthen workforce planning and compliance. Gentex Training Center remains committed to developing HR leaders capable of driving organizational success through people-focused strategies.

FAQs





Q1 What is "The Oxford HRM & Training Programme" course about?

This course covers core human resources functions, including talent acquisition, performance management, and employee engagement. It teaches practical frameworks that help HR professionals design effective workforce strategies while ensuring compliance with workplace standards and labor law requirements.

Q2 What are the key benefits of "The Oxford HRM & Training Programme" course?

Participants gain stronger HR management skills, improved recruitment processes, and better performance systems. The course helps reduce turnover, strengthen employee engagement, and build compliant HR practices, resulting in a more productive and stable workforce.

Q3 What skills will I gain from "The Oxford HRM & Training Programme" course?

Attendees develop talent acquisition, performance management, employee engagement, and HR compliance skills. These competencies help professionals design effective workforce strategies, manage employee relations fairly, and align HR practices with broader organizational goals.



Q4 What tools, methods, or standards are covered in "The Oxford HRM & Training Programme" course?

The course covers Job Analysis, Competency-Based HR Models, the Balanced Scorecard, and training needs analysis techniques. These frameworks provide structured approaches for recruitment, performance measurement, and employee development within HR functions.

Q5 How is "The Oxford HRM & Training Programme" course applied in real-world practice?

Participants apply HR frameworks to real workplace scenarios, including recruitment planning, performance appraisals, and employee relations cases. This practical approach helps professionals translate HR theory into effective strategies for their own organizations.