

Essentials of Human Resources Management & Development

Human Resource
Malaga (Spain)
22 - 26 Sep 2025

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Essentials of Human Resources Management & Development

Ref: 321378_126154 **Date:** 22 - 26 Sep 2025 **Location:** Malaga (Spain) **Fees:** 4400 **Euro**

Course Description

This comprehensive 5-day course covers the fundamental principles and practices of human resources management and development. Participants will gain practical skills in strategic HR planning, talent acquisition and management, performance evaluation, training and development, and organizational culture shaping. The course combines theoretical knowledge with hands-on exercises to prepare HR professionals and managers for success in today's dynamic business environment.

Learning Objectives

- Develop and implement effective HR strategies aligned with organizational goals
- Master talent acquisition, retention, and succession planning techniques
- Design and manage performance evaluation systems that drive employee growth
- Create impactful training and development programs to enhance workforce capabilities
- Understand and apply best practices in employee relations and organizational culture

Course Modules

Day 1: Strategic Human Resources Management

- Evolution of HR and its strategic role
- Aligning HR strategy with business objectives
- HR analytics and data-driven decision making
- Legal and ethical considerations in HR

Day 2: Talent Acquisition and Management

- Workforce planning and job analysis
- Recruitment strategies and employer branding
- Selection processes and assessment techniques
- Onboarding and retention strategies

Day 3: Performance Management and Compensation

- Designing effective performance management systems
- Goal setting and performance evaluation techniques
- Compensation strategies and benefits administration
- Managing underperformance and providing feedback

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles and the text 'UK Training PARTNER' in a bold, black, sans-serif font.

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Day 4: Learning and Development

- Assessing training needs and designing learning programs
- Implementing effective training methodologies
- Measuring training effectiveness and ROI
- Career development and succession planning

Day 5: Organizational Development and Employee Relations

- Shaping organizational culture and values
- Change management and organizational transformation
- Employee engagement and retention strategies
- Conflict resolution and workplace diversity

Practical Wins for Participants

- Develop a strategic HR plan aligned with organizational objectives
- Create a comprehensive talent management framework
- Design an effective performance management system
- Formulate an impactful employee development program

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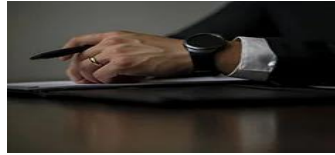
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