ONLINE
DEVELOPMENT
ACADEMY

Lesson 1: Introduction to HRM
- Understand the role of HRM in organizations.
- Explore the historical context and evolution of HRM.
- Discuss the importance of effective people management.

Lesson 2: Strategic HRM
- Define strategic HRM and its alignment with organizational goals.
- Analyze the impact of HRM on business performance.
- Learn about HR planning and forecasting.

Lesson 3: Legal and Ethical Considerations
- Explore employment laws and regulations.
- Understand ethical dilemmas in HRM.
- Develop strategies for compliance and ethical decision-making.

Lesson 4: Job Analysis and Design
- Conduct job analysis to understand job roles and responsibilities.
- Design effective job descriptions and specifications.
- Explore job enrichment and job enlargement.

Lesson 5: Recruitment and Selection
- Develop recruitment strategies.
- Learn about sourcing, screening, and interviewing candidates.
- Understand the selection process and its impact on organizational success.

Lesson 6: Employee Training and Development
- Identify training needs.
- Design and deliver effective training programs.
- Explore career development and succession planning.

Lesson 7: Performance Management
- Set performance goals and expectations.
- Implement performance appraisal systems.
- Address performance issues and provide feedback.

Lesson 8: Compensation and Benefits
- Understand compensation structures.
- Explore different types of employee benefits.
- Discuss pay equity and total rewards.

Lesson 9: Employee Relations and Labor Laws
- Manage employee relations.
- Learn about collective bargaining and labor unions.
- Navigate labor laws and dispute resolution.

Lesson 10: Diversity and Inclusion
- Promote diversity and inclusion in the workplace.
- Address unconscious bias.
- Create an inclusive organizational culture.

Lesson 11: Health and Safety
- Ensure workplace safety.
- Implement health and wellness programs.
- Comply with occupational health regulations.

Lesson 12: Employee Engagement and Motivation
- Understand factors influencing employee engagement.
- Explore motivational theories.
- Foster a positive work environment.

Lesson 13: HR Metrics and Analytics
- Measure HR effectiveness using key metrics.
- Use data analytics for informed decision-making.
- Link HR outcomes to organizational performance.

Lesson 14: Change Management
- Manage organizational change.
- Understand resistance to change.
- Implement change communication strategies.

Lesson 15: HR Technology and Trends
- Explore HR software and tools.
- Discuss emerging trends (e.g., remote work, gig economy).
- Prepare for the future of HRM.

Lesson 16: Capstone Project: HR Strategy Implementation
- Apply knowledge gained throughout the course.
- Develop an HR strategy for a fictional organization.
- Present your strategy and recommendations.