

# HR Professional Training

December 15, 2023  
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## HR Professional Training Training in Nepal

Practical HR Training is a 15-day participatory, interactive, practical, and motivational training that focuses on the hiring, training, and growth of employees to increase their confidence which is designed to enable participants to develop their knowledge and skills required to increase their confidence, boost their self-motivation and knowledge to enhance their contributions towards the organization and further guide them how to perform effectively, efficiently and economically.

## Courses Outline

### Building HR Foundation

1. **Mastering Employee Relations:** Learn how to effectively handle grievances, resolve conflicts, and mediate disputes while understanding the dynamics of industrial relations and unions.
2. **Fostering Employee Engagement:** Discover strategies to cultivate a positive workplace culture, boost employee motivation through recognition, and create an engaged workforce.

3. **Talent Management & Succession Planning:** Identify high-potential employees, establish a robust succession planning framework, and implement employee retention strategies to ensure your organization's talent pipeline remains strong.

## HR Development & Management

- Training & Development Excellence (TNA, Designing Training Calendar, Delivering training programs, evaluating training effectiveness)
- Crafting Compensation & Benefits (Understanding compensation structure, employee benefits package, difference on Net, Gross & CTC, Payroll calculation & statutory deduction and full & final settlement)
- Mastering Employee Relation (Grievance Handling, Conflict Resolution & mediation, Understanding IR & Unions)
- Fostering Employee Engagement (Strategies for fostering a positive work-culture, Employee recognition & motivation)
- Talent Management & Succession Planning (Identifying high-potential employees, Creating a succession planning framework, Employee Retention Strategies)

## Strategic HR Leadership & Future Readiness

- Change Management (Understanding the need for change in organizations, Leading and managing organizational change, Mitigating resistance to change)
- Harnessing HR Analytics for Data-Driven Decision Making (Importance of HR metrics & analytics, Collecting & analysing HR Data, Using data to inform decision making)
- Emerging Trend shaping HR (Remote & Hybrid work models, HR Tools & HRIS, AI & automations in HR Process, Diversity, Equity & Inclusion Trends)