

## Strategic Human Resource Management Course Details

Department: Human Resources Management

Presented by Magna Skills Development Institute

[Registration Link](#)

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## Course Summary

The Strategic Human Resource Management course offered by Magna Skills is designed to equip HR professionals, business leaders, and aspiring managers with the knowledge and skills needed to align human resource practices with organizational goals. Participants will explore strategic HRM concepts, methodologies, and best practices to enhance their ability to contribute to overall business success.

The course combines theoretical insights with practical applications, fostering a holistic understanding of how human resources can be leveraged strategically to drive organizational excellence.

## Course Objectives

- Understand the strategic role of Human Resource Management in organizational success.
- Develop skills to align HR practices with business objectives.
- Learn to analyze and respond to external and internal factors affecting HR strategy.
- Explore methods for attracting, developing, and retaining top talent.
- Enhance decision-making abilities through strategic workforce planning.
- Gain insights into the integration of technology in HR processes for increased efficiency.
- Foster a strategic mindset for addressing HR challenges and opportunities.
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## Course Outline

### Module 1: Introduction to Strategic Human Resource Management

- Understanding the strategic importance of HR
- Historical perspective and evolution of HRM
- Role of HR in organizational success

### Module 2: Environmental Analysis and HR Strategy

- Conducting a PESTEL analysis for HR
- Adapting HR strategy to external factors
- Navigating internal dynamics and organizational culture

### **Module 3: Talent Acquisition and Retention Strategies**

- Effective recruitment and onboarding processes
- Employee retention and engagement strategies
- Succession planning for long-term organizational sustainability

### **Module 4: Strategic Workforce Planning**

- Forecasting future talent needs
- Addressing skills gaps and identifying training opportunities
- Flexibility in workforce planning for business agility

### **Module 5: Technology Integration in HR**

- Leveraging HRIS (Human Resource Information Systems)
- Benefits and challenges of HR technology adoption
- Enhancing efficiency through automation in HR processes

### **Module 6: Performance Management and Employee Development**

- Designing effective performance appraisal systems
- Continuous feedback and coaching for employee development
- Creating a culture of learning and growth

### **Module 7: HR Metrics and Measurement**

- Key performance indicators (KPIs) for HR
- Analyzing HR data for decision-making
- Monitoring and evaluating the effectiveness of HR strategies

### **Module 8: Ethical and Legal Considerations in HR**

- Ethical decision-making in HR
- Legal compliance and risk management
- Balancing organizational and employee interests



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## Company Overview

**Who We Are:** Magna Skills is a premier training and capacity-building organization specializing in professional development for government institutions, NGOs, and the private sector.

**Our Mission:** To provide world-class training solutions that equip professionals with the expertise needed to excel in their careers and contribute meaningfully to their organizations.

**Our Vision:** To be the leading provider of professional training and development across Africa, fostering excellence, innovation, and capacity-building in public and private sectors.

## Core Values

- **Excellence** – Delivering high-quality training tailored to meet the evolving needs of professionals.
- **Integrity** – Upholding the highest ethical standards in all our engagements.
- **Innovation** – Embracing new technologies and methodologies to enhance learning experiences.
- **Customer-Centric Approach** – Ensuring client satisfaction by providing relevant, practical, and impactful training.
- **Collaboration** – Partnering with industry experts and institutions to provide the best learning opportunities.

## Our Training Methodology

We use a blended learning approach that includes instructor-led training, case studies, workshops, and post-training support.

## Why Choose Magna Skills?

- Experienced Trainers
- Customized Training Solutions
- Interactive Learning
- Global Recognition
- Proven Track Record

## Request for Training Form

Complete the form and share with Magna Skills Support Team on email [info@magnaskills.com](mailto:info@magnaskills.com) or Send Whatsapp on: +27630079022

Approval & Authorization	
Applicant Details	Course Details
First Name:	Course Name:
Last Name:	Training Venue:
Mobile:	Month:
Email:	Training Method: Online[ ____ ] Face to Face [ ____ ]
Company Name:	Duration:
Country:	Number of Staff Members:

By signing this agreement, both parties confirm their commitment to the terms outlined in this proposal.