

Master class:

Evaluating the HR Function in Organizations to Achieve Productivity Improvement

Sylvia Zachariah
World Class Consultant

Dates 5th – 6th February 18

From 08:30 to 16:45

Language – English

Venue - HILTON Hotel – Nicosia



About the Master class

Although there are a number of inherent difficulties in evaluating the HR function, the benefits have been actively promoted by major professional bodies such as the C.I.P.D. (the Chartered Institute of Personnel & Development) in London. The C.I.P.D has emphasized the importance of ensuring that HR is properly aligned to supporting the business strategies and goals in all organizations, in all sectors of the economy.

This seminar begins by clarifying the challenges involved in evaluating the HR function in companies, identifies different ways in which the HR function is set up and organized, and then explores a variety of approaches to evaluating the HR function and HR activities.

Aims of the Master class

- This seminar will give you the tools to establish the value of HR and its contribution to organizational performance and bottom line profitability.
- Transforming HR from a cost-base to a value-add role
- We will be looking at how HR in your organization, by replicating recognized international good practice, can improve organizational productivity and profitability by applying analytical methodologies
- This seminar will provide you with tools and approaches that enable HR to make active and measurable contributions to organizational performance
- Traditional, transactional HR is becoming obsolete. HR as a source of information that drives business improvement and performance is on the rise. Are you ready?

Programme Structure

Part 1 – TWO DAY TRAINING SEMINAR 5th – 6th February 2018 – HILTON Hotel – Nicosia

Part 2 – SITE VISIT

The company of each person who attends the two-day Seminar is expected to subscribe to a half-day session of 4 hours, in the second stage of the program. The instructor will visit each company and spend time working with those who attended the Seminar, and, where appropriate, with their senior colleagues.



ΟΜΟΣΠΟΝΔΙΑ ΕΡΓΟΔΟΤΩΝ & ΒΙΟΜΗΧΑΝΩΝ (ΟΕΒ) ΚΥΠΡΟΥ

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Master class:

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Benefits of Attending

By the end of this seminar participants should be able to:

- Understand the importance of evaluating the HR function, and the benefits to be gained.
- Identify a range of approaches, quantitative and qualitative, in evaluating the HR function.
- Appreciate the need for strategic evaluations, to assess the alignment of the HR function to business strategies and business goals.
- Understand the 5 stage approach in evaluating the HR function and HR activities.
- Apply the 5 stage approach, in evaluating each of the main components of HR such as recruitment and selection, performance appraisal and performance management, rewards and compensation and training and development.



Who Should Attend

Directors, Human Resource managers/ Officers, and other managers who have responsibilities for managing, rewarding, training and developing staff and/or have an involvement in shaping HR strategy.

Issues to be Addressed

- Reviewing HRM (Human Resource Management) and Identification of Key Issues Relating to HRM that can be Addressed by Evaluation
- Customizing Evaluation to Company Requirements
- Level 1 Evaluation: Measuring HR Effectiveness
- Level 2: The HR Contribution; Assessing the HR Impact
- Level 3: Line Management Interventions & the Effects on People Management
- Level 4: Creating & Adding Value to Human Capital
- Level 5: the Impact of HR on Business Success
- Review of the 5 Stage Approach, in Evaluating the HR Function and HR Activities
- Summary of the Approaches Discussed for the Evaluation of the HR Function & HR Activities



Evaluating the HR Function in Organizations to Achieve Productivity Improvement

Programme Leader

Sylvia Zachariah - World Class Consultant

A successful consultant, practitioner and Investors in People Assessor. Throughout her professional life, she gained practical and academic insights, which now conveys to audiences in a way that enthuses and empowers them to want to implement better approaches. Her Investors In People work provides direct and indirect consultancy support. She has worked with a wide range of organizations across all sectors, which has taught her a great deal about how to do things well and what excellence should look like



In previous work she gained practical experience as Operations Manager, HR Manager and Director. She lived and worked in many countries including the USA / Singapore / India / Lebanon / Thailand and Spain, she has gained an excellent understanding of cultural differences and that "one size – does not fit all", which is invaluable when sharing knowledge and experience. She approaches her training and hands-on support in a pragmatic way – using academic knowledge, but contextualizing it in a practical way so that business and individuals can actually apply this knowledge to the benefit of their organization.

Her seminars are aimed at providing tangible benefits, stimulus, knowledge and challenge, to encourage people to strive for continuous improvement

ZERO Cost Master Class

The training program approved, by the Human Human Resource Development Authority (HRDA), as a vital importance seminar and is fully subsidized to eligible organizations that meet the HRDA criteria.

The Masterclass is addressed only to OEB's members.

APPLICATION FORM

SURNAME / NAME	POSITION	I.D. NO	Mob. Phone NO
1. _____	_____	_____	_____
2. _____	_____	_____	_____
3. _____	_____	_____	_____

COMPANY / ORGANISATION

Company's Name: _____ Social Insurance No: _____

Contact Person _____ e-mail _____

Address: _____ Post Code: _____

P.O.Box: _____ Post Code: _____ District: _____

Tel.: _____ Fax: _____ No. of Employees: _____



ΟΜΟΣΠΟΝΔΙΑ ΕΡΓΟΔΟΤΩΝ & ΒΙΟΜΗΧΑΝΩΝ (ΟΕΒ) ΚΥΠΡΟΥ

Για περισσότερες πληροφορίες απευθυνθείτε στην ΟΕΒ
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