

Webinar Title: MODERN HR PRACTICES

Registration Fee (including GST): Rs 99/-

About Webinar : - Among all the capital or resource of an organization the capital of Manpower or Human Resource undoubtedly is the most vital. Because, the man behind the gun is always more important than the gun itself. Hence, effective management of this vital resource is paramount importance to any organization.

Human Resource Management is the practice of managing people to achieve better performance. Good HR practices lead to optimizing organisational performance through better management of human resources. Good Human Resource can create a competitive advantage for the organization. Engaged employees are more productive, deliver higher quality work and make customers happier. Following are some of the modern HR practices being adopted worldwide to enhance organisational performance:

- 1. Providing security to employees**
- 2. Selective hiring: Hiring the right people**
- 3. Self-managed and effective teams**
- 4. Fair and performance-based compensation**
- 5. Training in relevant skills**
- 6. Creating a flat and egalitarian organization**
- 7. Making information easily accessible to those who need it**

These HR practices need to be carefully implemented. For example. Guaranteeing employment security will only benefit you when you have high performing employees. Otherwise, what's the use of retaining them? This means that the employment security best practice, combined with selective hiring leads to more value than individual practices.

The same goes for selective hiring, extensive training, and contingent compensation. You want to select employees with potential for growth, invest in them with learning and development, and reward them appropriately when they show superior performance. A third example is the reduction of status differences and information sharing.

By encouraging open communication and sharing relevant information, you create a culture of improvement in which employees feel free to give suggestions and collaboratively help to improve the business. By leveraging these good HR practices, HR department is able to add tremendous value to the business and help the organization succeed in reaching its goals.

Like all other management disciplines, the Human Resource Management (HRM) has also continued to evolve and develop over the years in line with the changing dynamics of economic and business environment.

Earlier, management of employees and their needs and aspirations lacked agility, speed and innovation as opposed to the dynamic and robust modern HR practices which are seamlessly aligned with the business strategies of an organization. Hence, it is imperative that managers of all the disciplines must keep themselves abreast of the modern theories and practices of HRM.

The webinar will focus on how to implement modern HR practices so that organisations can get best out of their human resources leading to increased levels of productivity, higher employee engagement, good organizational culture and growth.

Webinar Coverage:-

- Fundamentals and elements of Human Resource Management, its objectives, functions and processes.
- Evolvement of modern HR practices
- Applications of Taylor's Scientific Management, Mayo's Human Relations theory based on Hawthorne experiments and Ulrich's HR Model
- Understanding the effect of the Peter Principle and avoiding its pitfalls in professional advancements
- Modern HR management practices
- Implementation strategies of modern HR management practices
- Continuous performance management approaches
- Expected competencies of modern HR professionals
- Problems, issues and challenges in HR practices
- Case study and examples of best HR practices

Speaker Profile (Brief One Para & Photograph):- Mr Parag Phukan is a highly experienced Corporate Trainer, Management consultant, freelance writer and Director of Guwahati Management Association, State Chair Person, Assam of CIMSME. He is having rich experiences in providing training on HR subjects for various Corporates and Govt. organisations.



Register to learn (Key Learnings' in bullet points):

- **Evolvement of modern HR practices**
- **Modern HR management practices**
- **Implementation strategies of modern HR management practices**
- **Expected competencies of modern HR professionals**
- **Problems, issues and challenges in HR practices**

With kind regards

S.P.Singh

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