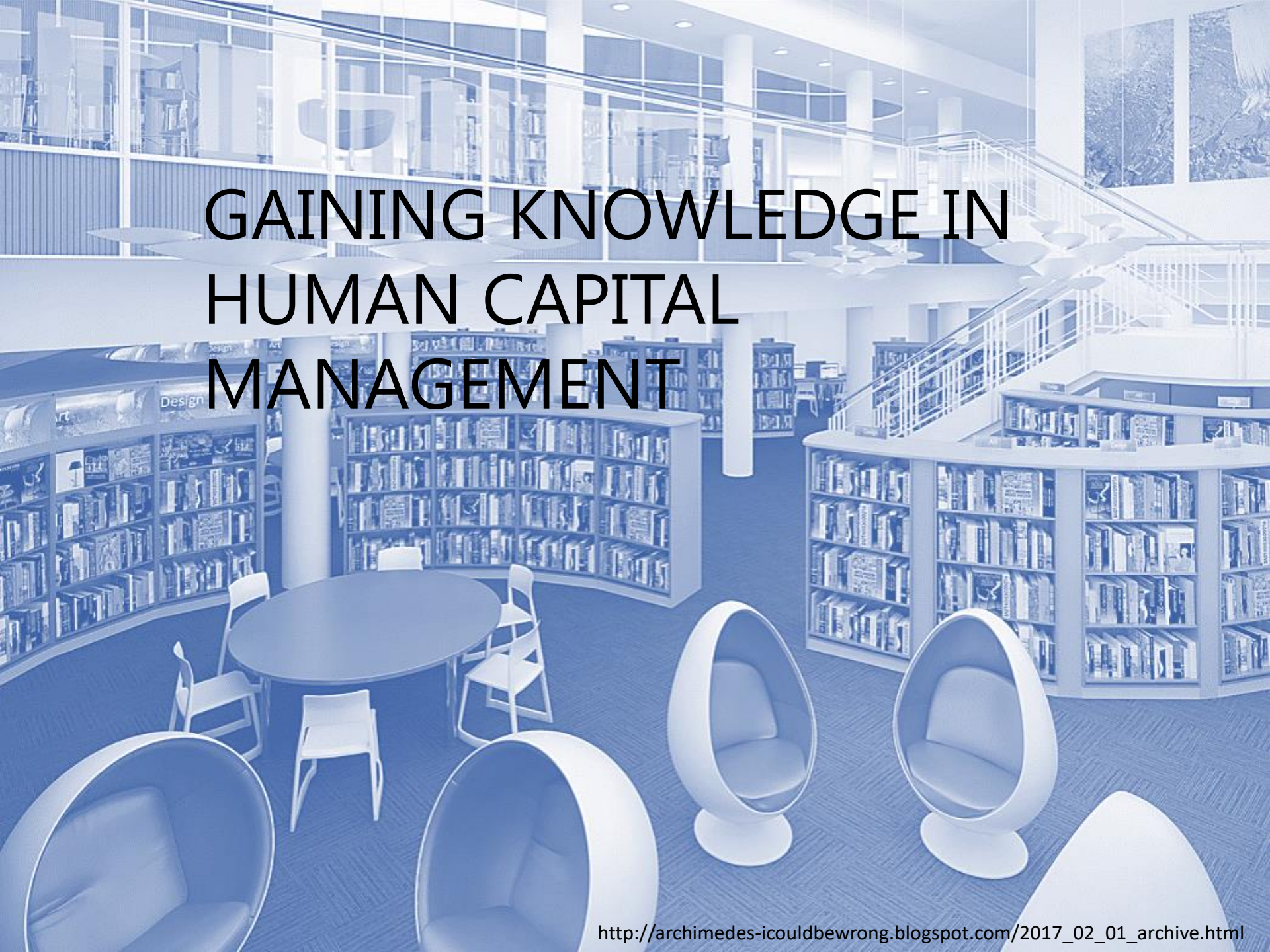
GAINING KNOWLEDGE IN HUMAN CAPITAL MANAGEMENT



http://archimedes-icouldbewrong.blogspot.com/2017_02_01_archive.html

A PARTNERSHIP BETWEEN

MANILA ECCLESIASTICAL PROVINCE SCHOOL SYSTEM ASSOCIATION (MAPSA)

and

ST SCHOLASTICA'S COLLEGE – School of BUSINESS

AGENDA

01 Understanding HR in an Orgn

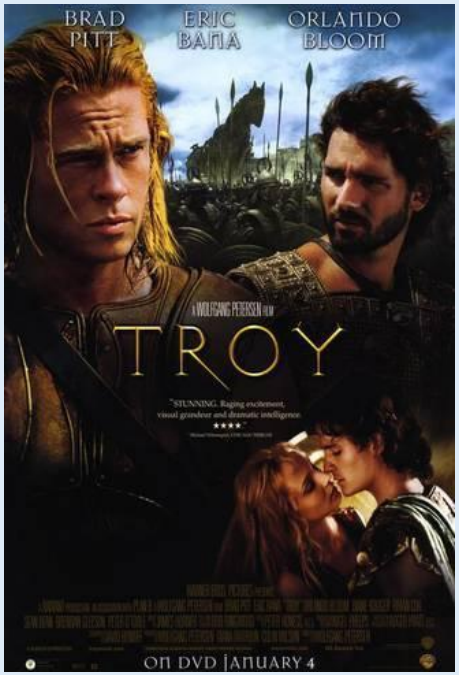
02 HR ROLE in an Organization

03 NEW HR Competencies

04 DIPLOMA PROGRAM in HCM

05 ACTION LEARNING PROJECT

01 Understanding HR in an Orgn



mashroom6
AS HR MANAGER WHAT WILL YOU DO?

AS HR MANAGER WHAT WILL YOU DO?

AS HR MANAGER WHAT WILL YOU DO?

The Major Functions of HR

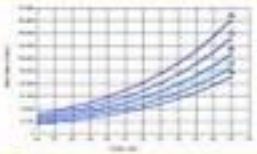
HR Functions

Recruitment & Selection

Payroll Personnel Administration

Performance Management

Career & Succession Planning



Compensation & Benefits Packaging

Training, Development, Career Counselling

Job Evaluations Job Descriptions Policies Codes & Ethics

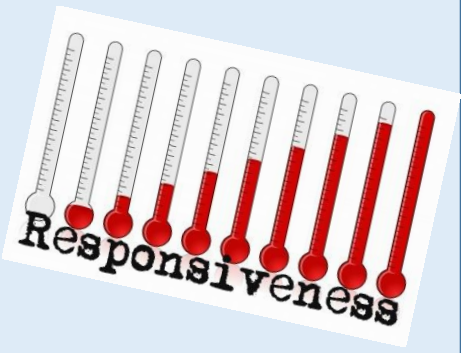
Dismissals & Terminations Legal Compliance

Employee / Industrial Relations

Managing Benefits

https://www.slideshare.net/JelindaFortich/introduction-to-human-resource-management-53758719

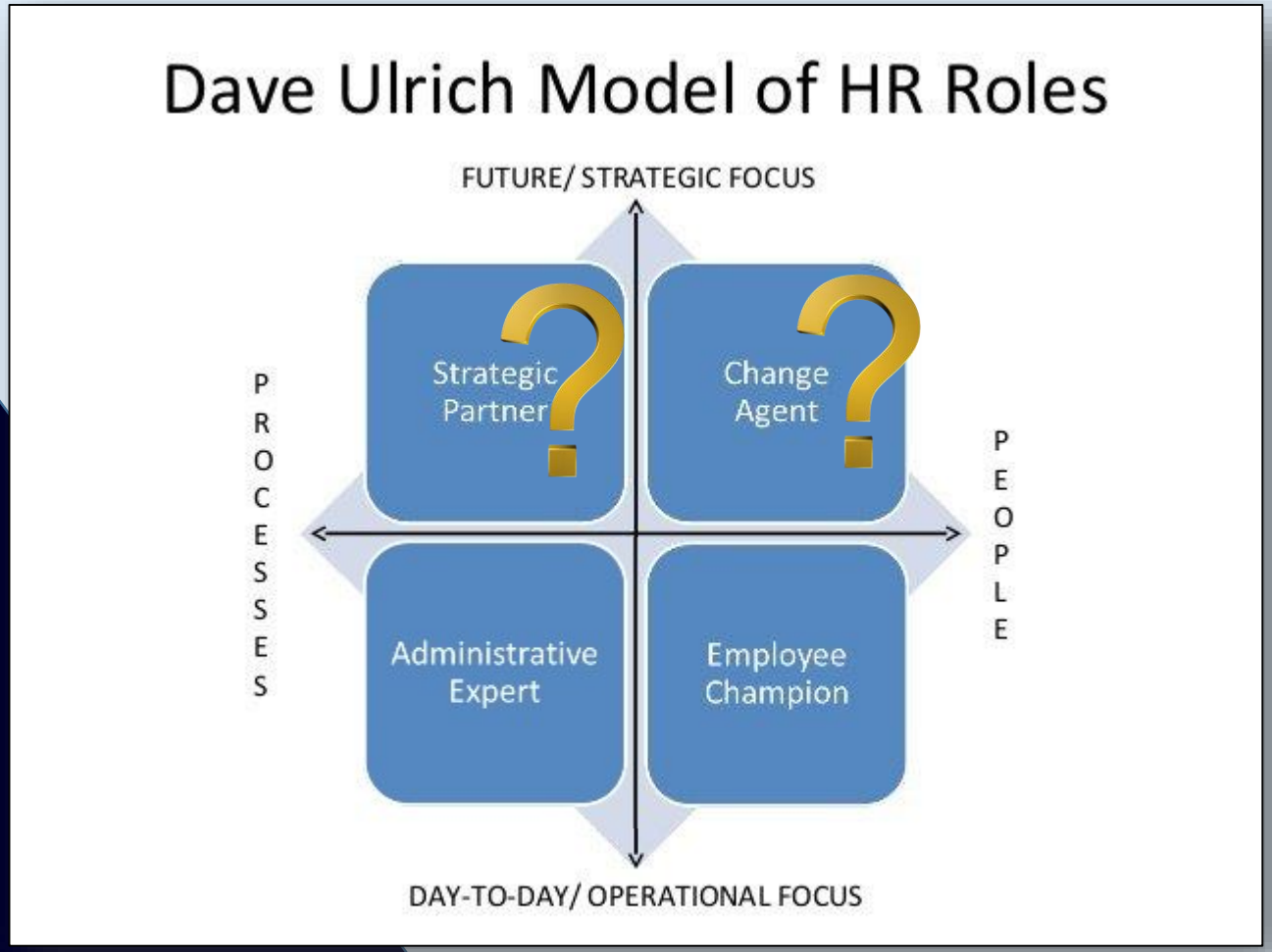
01 Understanding HR in an Orgn



HR CAN DO THE FOLLOWING;

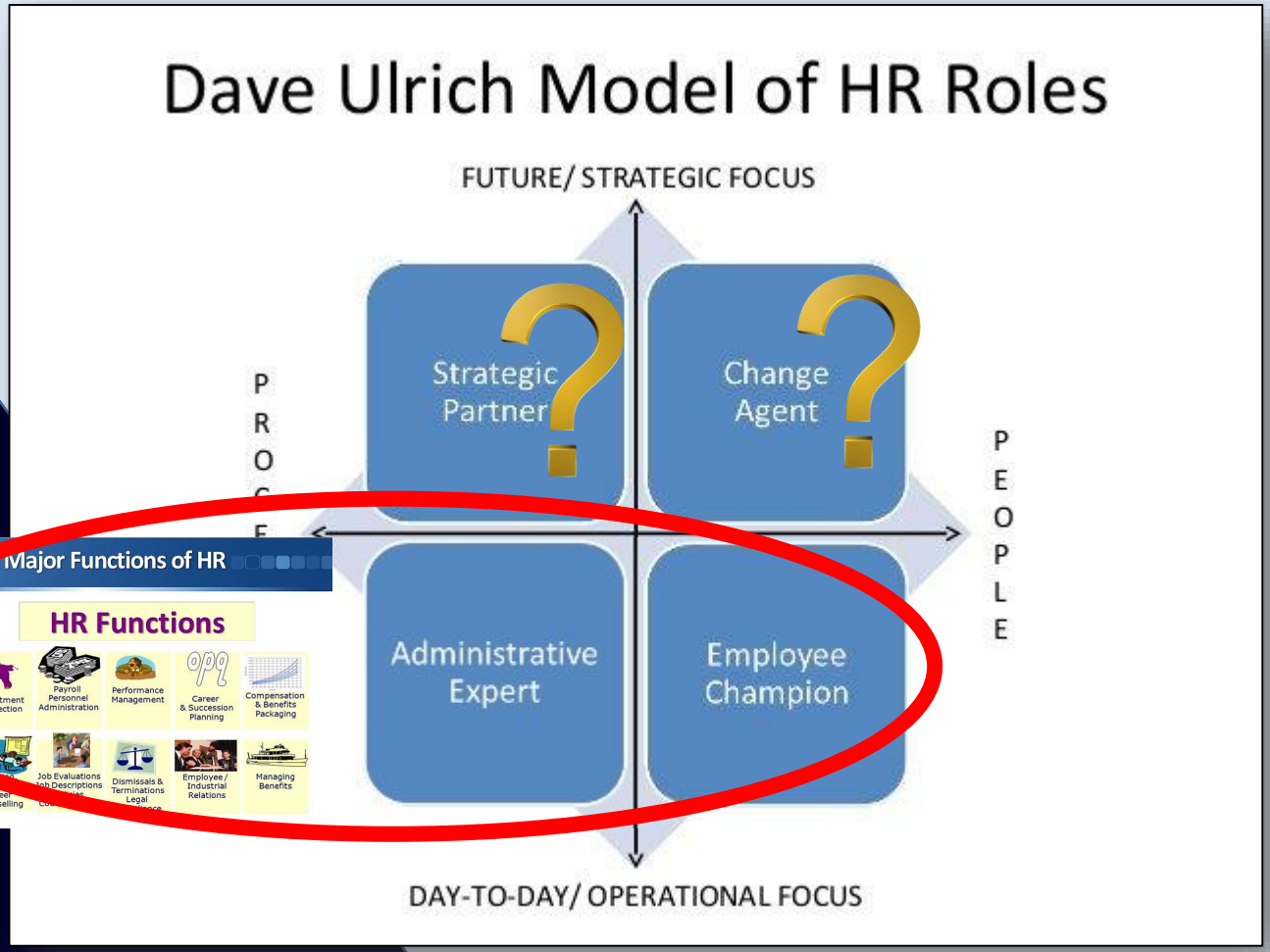
1. Intel gathering, what the enemy is doing
2. outsourcing some war functions
3. Learn the culture of foreign land.
4. Local population PR for supplies & logistics.
5. Outsourcing for more soldiers,
6. Provision of supplies for the sea-journey
7. Ensure war tools are provided
8. Rent Logistics company for transport
9. Increase insurance coverage
10. Review death benefits
11. Update data bank of families
12. Prepare soldiers for seasickness
13. Orientation of DO & DONTs of foreign culture
14. Contracting of funeral services for returning casualties
15. Etc. Etc. Etc.

02 HR ROLE in an Organization



https://blog.mettl.com/talent-hub/managing-hr-roles-david-ulrich-model

02 HR ROLE in an Organization



https://blog.mettl.com/talent-hub/managing-hr-roles-david-ulrich-model

03 NEW HR Competencies

03 NEW HR Competencies

03 NEW HR Competencies

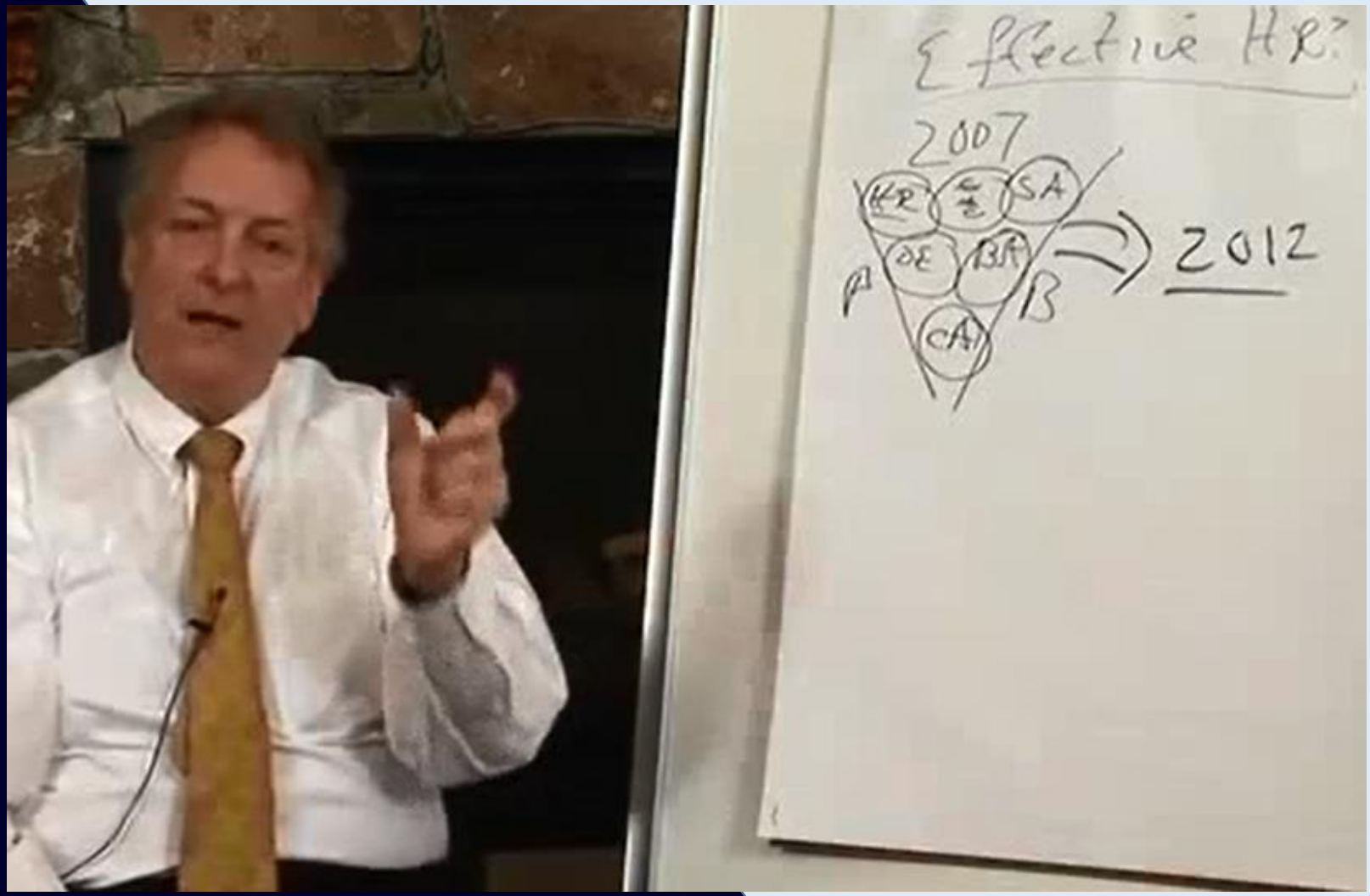
HR COMPETENCIES
IN THE LATE 90s

1. Strategic Business Partner
2. Employee Champion
3. Administration Expert
4. Change Agent

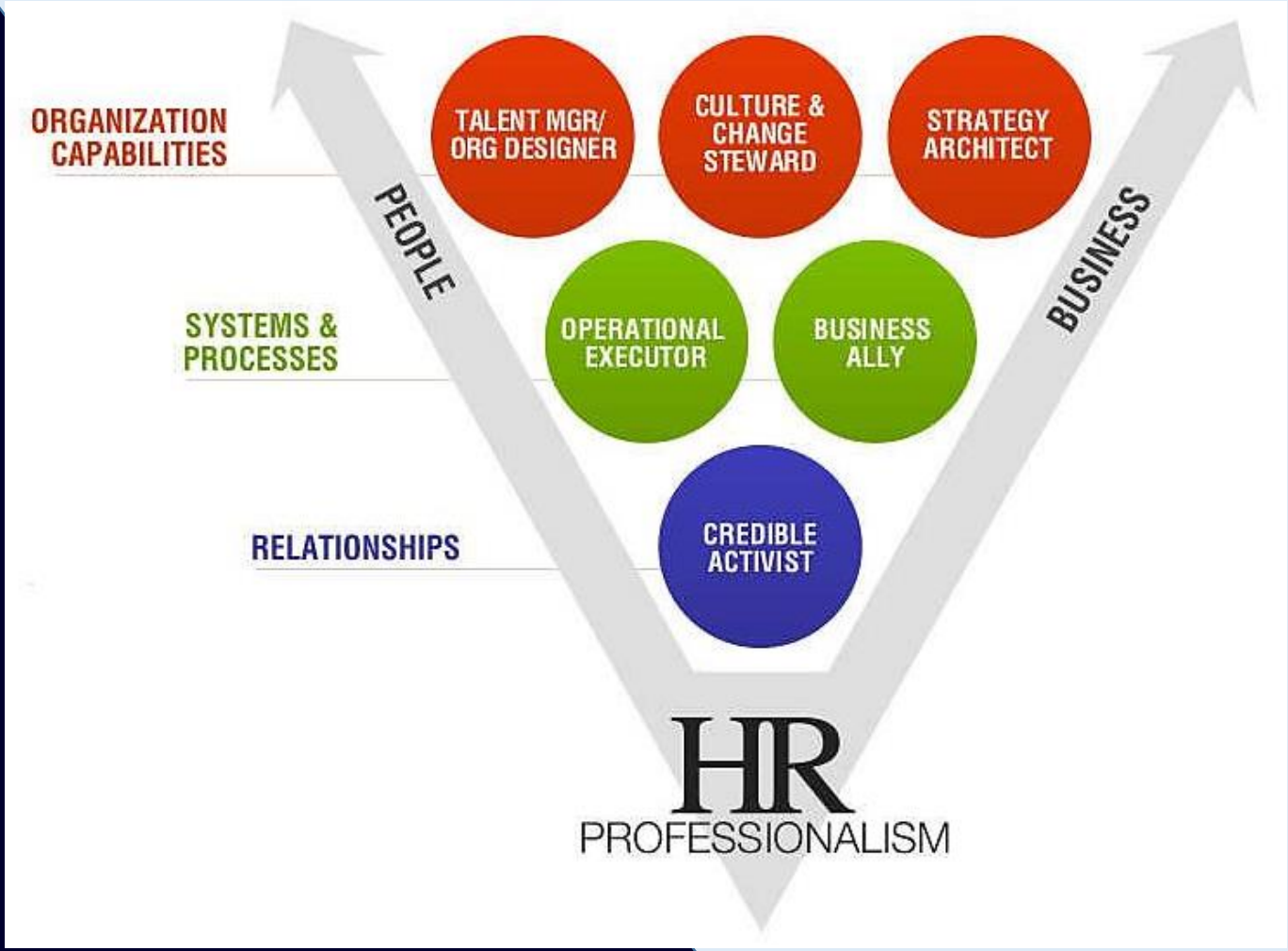
2007 SURVEY
6 Sets of Skills for HR Professionals

1. Credible Activist
2. Business Ally
3. Strategy Architect
4. Operational Executioner
5. HR Developer
6. Culture & Change Steward

03 NEW HR Competencies



03 NEW HR Competencies



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04 DIPLOMA PROGRAM in HCM

"For what the world needs are hordes of Catholic men and women, leaving your halls of learning ready to fight the good fight – to pay taxes properly, to not bribe, to speak against corruption, to create jobs and pay living wages, to provide quality goods and services, to not steal nor cheat, men and women whose hearts and minds are oriented towards the alleviation of poverty, to be good Catholic business people. The time to create these people is when they are in our schools."

(HOW IS MORE IMPORTANT THAN WHAT by Ramon R. Del Rosario, Jr. Prosperity, Poverty and the Purpose of Business; 9th International Conference on Catholic Social Thought & Business; Ateneo De Manila University, Philippines 27 February 2015)

Module 1

STRATEGIC HR MGT

- StratPlanning Process
- Transactional Vs Transforma-tional HR
- HR Agenda Alignment
- Talent Acquisition Challenge

TAKE AWAY

HR Agenda Formulation

Module 2

PERF. MGT SYSTEM

- Key Result Areas (KRA)
- Metrics & Deliverables
- Balance Scorecard
- Basis for Eva-luating perf.

TAKE AWAY

Policy Formulation on Perf Mgt

Module 3

EMPLOYEE ENGAGEMENT

- Concept of Employee Engagement
- Use of Emp. Surveys
- Various Engagement Programs
- Labor Rels & Emp Discipline

TAKE AWAY

Establishing Baseline Data

Module 4

BLDG ORGN. CAPABILITIES

- Learning & Development
- Conducting Training Need Analysis (TNA)
- BUILD, BOUNCE, BORROW, BUY concept
- Evaluating Impact of Training

TAKE AWAY

Formulating A Training Plan

Module 5

EMPLOYEE COACHING

- Understandin g Life Stages
- GROW Concept of Coaching
- Retirement Coaching
- Succession Planning

TAKE AWAY

Formulating A Succession Plan

04 DIPLOMA PROGRAM in HCM

05 ACTION LEARNING PROJECT

What is Action Learning?

A **process** that involves a small group working on real problems, taking action, and learning as individuals and as a team while doing so

http://slideplayer.com/slide/5877907/

05 ACTION LEARNING PROJECT

LEARNING REQUIREMENTS

1. Advance Reading of Materials
2. Case Studies
3. Action Learning Project
4. "Revalida of Project" to get certificate

http://slideplayer.com/slide/5877907/

THE
OPEN
FORUM

Thank You!

Management Leadership Development Program (MLDP) for MaPSA
as of January 19, 2019

COMPETENCIES	TRAINING MODULES	REMARKS	Duration
Vision and Mission	Formation		1 day
Better Understanding or People	Self-Awareness	Including Emotional Intelligence & Quotient	1 day
Strategic & Creative Thinking	Business Perspective	This module will provide the cohesion for the rest of the learning modules.	1 day
	Create & Innovate		1 day
Building Collaboration	Business Communication	Including teamwork	1 day

COMPETENCIES	TRAINING MODULES	REMARKS	Duration
Leading Change	Change Leadership		1 day
	People Management Skills		1 day
Creating High Perf Team	Business Finance	Promotes results based culture, Balance scorecard concepts	1 day
Managing Performance	Performance Evaluation based on quantifiable results	To include Execution of plans.	1 day
	Work Improvement Plan		1 day
Benchmarking	Local Field Trip or International Field Study		One week
		TOTAL DAYS	**17 DAYS**

The objectives of the MLDP are as follow:.

1.1 Know their numbers and to make sounder business decision fast.

1.2 Communicate and collaborate more effectively with their team, management and other stakeholders.

1.3 Improve the way they manager people, processes and risks to drive projects and create value for your organization.

1.4 Enhance creativity and innovation in a team to develop new solutions to old problems and respond to changing customer expectations.

1.5 Apply what is learned in a guided simulation with fellow course participants.

1.6 Sharpen leadership skills with actionable tips and tools.