



INTERNATIONAL INSTITUTE FOR SKILL DEVELOPMENT

DEPARTMENT OF SKILL DEVELOPMENT    MINISTRY OF LABOUR    THAILAND

# Human Resources Management Course



(30 Hrs. for 5 Days)

222 Moo 2 Wieng Chiang Saen Chiang Rai 57150 Thailand



## Introduction

All organizations will achieve sustainable success with valuable human resources and continuous development, especially in the era of fast and complex changes today. That is more difficult to anticipate both economically, politically, socially and technologically, more important than that, is the fierce competition both within the country and competitors from abroad. Organizations must therefore focus on human resource management of the organization. To be a strategic tool that will help create sustainable value for the organization for this reason. Therefore, management must realize and give importance to human resource management appropriately, modern, fast and efficient. To make the organization successful and sustainable Courses for executives and human resource managers and those with vision, see the importance of human resources in the organization to create human resources as a resource that can increase the competitiveness of the organization sustainably.

## Program Objectives

This program is suitable for executives. Human Resource Management and business owners to create understanding of the value of human resources and the role of executives in managing human resources successfully with the objective of

- To enable participants to understand important concepts in human resource management.
- To allow participants to understand the scope and process of human resource management systems.
- To enable participants to understand important concepts in modern human resource management.
- Be able to prepare for human resource factors which are the main factors.

## Who Should Attend?

- Business owners and senior executives in government and private organizations that recognizes the importance of human resource management.
- Executives in human resource management, private sector, state enterprises and government agencies
- Executives who are committed to self-development and organization
- Academics in management, strategy, organization and human resources
- Individuals interested in organization and human resource management

## Program Outline

### Day 1

- Organization Strategy and HR Strategy
- Competency Based HRM

### Day 2

- Strategic HRM
- Strategic Talent Management
- Strategic Performance Management
- Employee Engagement
- Strategic Recruitment and Selection



- Succession Plan
- Efficiency Teamwork

### **Day 3**

- Potential Assessment
- Career Path Development & Design
- Coaching at Work
- Individual Development Plan
- Effective organizational values and culture Creating

### **Day 4**

- Workshop: Strategic Development Plan / Human Resource Management

### **Day 5**

- Study Visits

## **Learning Outcomes**

- Participants understand important concepts in human resource management that are important resources of the organization.
- Understood the scope and process of human resource management in all systems.
- Understood important concepts in modern human resource management.
- Prepared for human resource factors which are the main factors that will make the organization sustainable and sustainable.

## **Training Methodology**

This training course uses a rich mixture of practical exercises, case-studies, questionnaires, syndicate and group work and video/DVD examples. Participants will be asked to reflect on and to discuss their own professional issues and experience. Delegates will be encouraged to ask questions as the training progresses relevant to their own backgrounds and company requirements. The training course will culminate in a group exercise in which delegates will have an opportunity to apply what has been covered in the course.

**Number of Participants.** 20-25 persons/group.

## **Participants Criteria**

- The participants should have at least 1 years work experience as head, instructor or teacher from government and private sector.
- Age at least 20 years old and any gender.
- Be able to communicate in English.
- Be in good health. Pregnancy is regarded as a disqualifying condition for participation in the course
- Passport must be valid for at least 6 months.



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## Invited Country

Cambodia, Laos PDR., Myanmar, Vietnam, Yunnan of China

## Venue

International Institute for Skill Development, Chiang Saen District, Chiang Rai province, Thailand.

Training Course Design by

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.....  
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