

# Modern Practices in Human Resources Management

18 – 22 October 2027
Amsterdam

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## Overview

Modern Practices in Human Resources Management is an intensive professional program designed to equip HR practitioners in Saudi Arabia with contemporary strategies, operational frameworks, and regulatory insights. This course bridges traditional personnel management with strategic human capital development, aligning workforce capabilities with organizational objectives and national economic transformations. Participants will explore advanced approaches to talent acquisition, performance enablement, employee retention, and data-driven HR analytics tailored to the regional business landscape.

## Target Audience

This program is designed for human resources managers, HR generalists, talent acquisition specialists, organizational development professionals, and business leaders operating within the Saudi Arabian market who want to modernize their departmental practices and enhance employee engagement.

## Relevant Departments and Industries

The concepts covered apply across human resources, corporate administration, talent management, and operational leadership departments. The curriculum serves professionals across diverse sectors in Saudi Arabia, including energy, finance, retail, healthcare, hospitality, government entities, and technology enterprises.

## Measurable Learning Objectives

- Design competitive talent acquisition strategies that comply with local labor regulations and attract skilled national and international professionals.
- Implement structured performance management systems that link individual KPIs directly to broader organizational goals.
- Apply data analytics to evaluate workforce productivity, turnover rates, and human capital return on investment.
- Construct comprehensive employee retention and engagement frameworks aligned with regional workplace preferences.
- Navigate complex organizational restructuring and change management initiatives while maintaining operational continuity.

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## Day 1

- Evolution of human resources from administrative tasks to strategic business partnership
- Alignment of human capital strategies with organizational vision and growth objectives
- Overview of current labor regulations and compliance frameworks within the Saudi market
- Structuring HR departments for optimal efficiency and service delivery
- Establishing effective internal communication channels between leadership and staff

## Day 2

- Designing employer branding campaigns tailored to target talent pools
- Modern sourcing techniques utilizing digital platforms and professional networks
- Structuring competency-based interview processes and objective assessment centers
- Onboarding methodologies that accelerate time-to-productivity for new hires
- Integrating nationalization initiatives seamlessly into overall workforce planning

## Day 3

- Developing continuous feedback loops instead of traditional annual appraisals
- Setting measurable Key Performance Indicators and OKRs for diverse roles
- Identifying skill gaps and designing targeted professional development programs
- Managing underperformance fairly and systematically within regulatory guidelines
- Creating transparent reward and recognition systems to motivate high performers

## Day 4

- Analyzing employee engagement survey data to identify key workplace drivers
- Designing wellness and work-life integration initiatives to boost morale
- Formulating competitive total rewards packages including compensation and benefits
- Establishing clear career progression pathways to retain top talent
- Resolving workplace conflicts through mediation and structured grievance procedures

## Day 5

- Introduction to HR metrics and workforce analytics for decision-making
- Managing organizational change during scaling or restructuring phases
- Embedding corporate culture and values into daily operational routines
- Preparing HR disaster recovery and business continuity plans
- Formulating an action plan for implementing modern HR practices post-training

## Practical Exercises

Participants engage in hands-on activities throughout the program to reinforce theoretical concepts. Suggested activities include auditing existing recruitment funnels to reduce time-to-hire, drafting objective performance appraisal scorecards for specific job roles, analyzing simulated employee turnover datasets to uncover root causes of attrition, and role-playing difficult performance coaching conversations.

## Frequently Asked Questions

### What prerequisites are required for attending this course?

Participants should have a foundational understanding of basic workplace administration or human resources functions, though no specialized technical exams are required prior to attendance.

### How does the course address local market regulations?

The curriculum integrates current legal standards, compliance requirements, and workforce development initiatives unique to the business environment in Saudi Arabia.

### Are the frameworks taught applicable to organizations of all sizes?

Yes, the methodologies are structured to scale effectively across small and medium enterprises as well as large multinational corporations and government institutions.

### What materials are provided to participants?

Attendees receive comprehensive digital workbooks, practical templates for HR documentation, analytical frameworks, and slide presentations used during the sessions.