# Global HR Compliance with ERP Training Course

Professional Development Training Course Outline

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|---|---|---|---|
| **Category** | Enterprise Resource Planning (ERP) | **Duration** | 5 Days |
| **Base Fee** | $1,500 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

In today’s rapidly evolving business environment, organizations face increasingly complex challenges in global HR compliance and workforce management. Leveraging ERP systems to streamline HR processes ensures adherence to labor laws, GDPR, data privacy regulations, and local employment statutes across multiple geographies. Global HR Compliance with ERP Training Course equips HR professionals, ERP consultants, and compliance officers with the tools and knowledge to minimize legal risks, enhance operational efficiency, and foster ethical workplace practices globally. Participants will gain practical insights into integrating HR compliance frameworks seamlessly with enterprise resource planning systems, ensuring real-time compliance monitoring, audit readiness, and strategic decision-making.

By bridging the gap between HR regulatory requirements and technology-driven solutions, this course empowers organizations to adopt a proactive compliance strategy. Participants will master the latest ERP functionalities, compliance reporting tools, and global HR standards, enabling them to address challenges in multinational workforce management. Through hands-on exercises, real-world case studies, and interactive learning modules, attendees will develop expertise in risk mitigation, policy automation, and cross-border HR governance. This program is essential for organizations seeking to future-proof HR operations and achieve sustainable compliance excellence.

## Programme Curriculum

**Global HR Compliance with ERP Training Course**

**Introduction**

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**Course Duration**

5 days

**Course Objectives**

1. Understand the fundamentals of global HR compliance and regulatory frameworks.
2. Learn to integrate HR compliance processes within leading ERP systems.
3. Gain expertise in labor law compliance across multiple countries.
4. Implement GDPR and data privacy regulations in HR workflows.
5. Master compliance reporting and audit readiness using ERP tools.
6. Optimize HR operations through ERP-driven automation.
7. Develop strategies for cross-border employee data management.
8. Ensure alignment with international HR standards.
9. Identify and mitigate HR compliance risks proactively.
10. Leverage ERP analytics for workforce planning and compliance tracking.
11. Apply best practices in ethical HR policies and governance.
12. Enhance decision-making with real-time compliance dashboards.
13. Study global case studies to implement practical HR solutions.

**Target Audience**

1. HR Managers and Directors
2. HR Compliance Officers
3. ERP Consultants specializing in HR modules
4. Payroll Specialists
5. Global Mobility Managers
6. Legal and Labor Law Advisors
7. HR Analysts and Data Specialists
8. Organizational Development Professionals

**Course Modules**

**Module 1: Introduction to Global HR Compliance**

- Overview of international labor laws and regulations
- Key compliance challenges in multinational organizations

- Role of HR in regulatory adherence
- Importance of ethical HR practices
- Case Study: Compliance failure in a multinational corporation

**Module 2: ERP Systems for HR Compliance**

- Overview of ERP systems and HR modules
- Automating compliance workflows
- Integration with payroll, time, and attendance systems
- Data security and access management
- Case Study: Successful ERP implementation for global HR compliance

**Module 3: Labor Law Compliance Across Geographies**

- Country-specific labor laws and statutory requirements
- Employment contracts, benefits, and terminations
- Reporting obligations and audit procedures
- Risk assessment strategies
- Case Study: Labor law compliance in multiple regions

**Module 4: GDPR and Data Privacy in HR**

- GDPR and global data privacy regulations
- Handling employee data securely in ERP
- Consent management and access controls
- Data breach management and reporting
- Case Study: GDPR compliance integration in HR ERP

**Module 5: HR Compliance Reporting and Audits**

- Generating compliance reports through ERP
- Preparing for internal and external audits
- Real-time dashboards for monitoring compliance
- Document management and retention policies
- Case Study: ERP-powered audit readiness in a multinational firm

**Module 6: Risk Management and Mitigation**

- Identifying HR compliance risks
- Implementing proactive mitigation strategies
- Incident tracking and resolution
- Policy enforcement and monitoring
- Case Study: Risk mitigation in global HR operations

**Module 7: Cross-Border Workforce Management**

- Managing international employee data
- Payroll, benefits, and taxation compliance
- Global mobility and expatriate management
- Employee onboarding and offboarding best practices
- Case Study: Cross-border workforce compliance success story

**Module 8: Strategic HR Compliance with ERP**

- Aligning HR strategy with compliance goals
- Leveraging ERP analytics for strategic decisions
- Policy automation and workflow optimization
- Continuous improvement and compliance monitoring
- Case Study: Strategic use of ERP to achieve global HR excellence

### Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

**Register as a group from 3 participants for a Discount**

**Send us an email: info@fineskilltrainingcenter.org or call** +254769199797

**Certification**

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

**Tailor-Made Course**

We also offer tailor-made courses based on your needs.

**Key Notes**

**a.** The participant must be conversant with English.

**b.** Upon completion of training the participant will be issued with an Authorized Training Certificate

**c.** Course duration is flexible and the contents can be modified to fit any number of days.

**d.** The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

**e.** One-year post-training support Consultation and Coaching provided after the course.

**f.** Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

## Upcoming Scheduled Sessions

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 27 Nov 2026 | Online | $1,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $1,500 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $4,500 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |

Ready to enroll or request a customized program? Book online or contact us:

**Register Online Now**

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com