# Talent Management Modules in 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 fast-paced, digital-first world, effective Talent Management has become a cornerstone of organizational success. Talent management refers to the systematic process of attracting, developing, retaining, and optimizing employees in an organization. In an era of growing competition and dynamic business needs, implementing Talent Management systems within an ERP (Enterprise Resource Planning) environment helps organizations streamline HR functions, enhance employee engagement, and drive workforce efficiency. Talent Management Modules in ERP Training Course aims to equip professionals with the skills and knowledge to leverage ERP systems for more effective talent acquisition, development, and retention.

The training provides an in-depth exploration of key talent management processes such as recruitment, onboarding, performance management, learning & development, and succession planning. ERP solutions such as SAP SuccessFactors, Oracle HCM, and Microsoft Dynamics HR offer integrated tools that transform how organizations manage their workforce. By learning how to optimize these systems, professionals can improve operational efficiency, reduce turnover, foster employee growth, and align talent strategy with broader organizational goals. This course is designed for HR professionals, business leaders, and IT specialists who wish to take advantage of ERP systems to create a more agile and productive workforce.

## Programme Curriculum

**Talent Management Modules in ERP Training Course**

**Introduction**

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**Course Duration**

5 days

**Course Objectives**

1. Learn how ERP systems can optimize recruitment processes, from sourcing candidates to finalizing hires.
2. Understand how to automate and enhance employee onboarding using ERP modules.
3. Understand how to use ERP tools to set goals, track performance, and provide feedback.
4. Use ERP systems to design and implement continuous learning paths for employees.
5. Gain skills to align succession plans with organizational needs through ERP tools.
6. Use ERP-driven data analytics to monitor and improve employee satisfaction and engagement.
7. Learn to manage payroll, compensation, and benefits more efficiently with ERP solutions.
8. Leverage ERP analytics to align talent strategy with business objectives.
9. Develop expertise in generating actionable HR reports and dashboards from ERP systems.
10. Apply talent management best practices to boost employee productivity through ERP tools.
11. Gain insights into how ERP systems help ensure compliance with labor laws and organizational policies.
12. Learn to bridge the gap between HR and IT departments for smoother ERP implementations.
13. Build competency in using ERP-driven data for strategic decision-making in talent management.

**Target Audience**

1. HR Professionals looking to enhance their ERP skills and optimize talent management functions.
2. Business Executives aiming to integrate talent management strategies into overall business goals.
3. IT Specialists responsible for the integration and management of ERP systems in organizations.
4. Recruiters who want to automate and streamline their hiring processes using ERP systems.
5. Learning & Development Managers looking to incorporate ERP solutions for employee training and growth.
6. HR Analysts wanting to use data and analytics within ERP to drive talent strategy decisions.
7. Organizational Development Consultants seeking to enhance employee engagement and productivity using ERP.
8. ERP Implementation Consultants interested in applying talent management principles to ERP deployments.

**Course Modules**

**Module 1: Introduction to ERP and Talent Management Systems**

- Overview of ERP systems for HR management
- Key ERP solutions for talent management
- Understanding the role of HRIS in modern talent management
- The strategic importance of ERP in managing workforce data
- Case Study: How SAP SuccessFactors transformed recruitment for a global retailer

**Module 2: Talent Acquisition and Recruitment in ERP**

- Setting up recruitment workflows in ERP systems
- Sourcing, interviewing, and hiring through ERP tools
- Integrating applicant tracking systems (ATS) with ERP
- Leveraging AI and analytics for candidate screening
- Case Study: Streamlining recruitment processes for a multinational corporation using Oracle HCM

**Module 3: Employee Onboarding and Engagement**

- Automating onboarding tasks with ERP
- Personalized employee onboarding journeys using ERP
- Leveraging ERP to track and measure new employee engagement
- Aligning onboarding with company culture and values
- Case Study: Improving new employee retention rates through automated onboarding in Microsoft Dynamics HR

**Module 4: Performance Management in ERP**

- Creating performance evaluation workflows in ERP
- Setting employee goals and aligning them with company objectives
- Continuous feedback and performance tracking within ERP
- Measuring performance using ERP-driven analytics and reports
- Case Study: Optimizing performance reviews using SAP SuccessFactors

**Module 5: Learning and Development in ERP**

- Developing training programs using ERP systems
- Tracking employee learning paths and certifications
- Leveraging ERP to identify skills gaps and training needs
- Building employee growth plans linked to organizational goals
- Case Study: Enhancing employee skill development at a tech company through Oracle HCM

**Module 6: Succession Planning and Talent Pools**

- Creating and managing talent pools within ERP
- Implementing succession planning modules in ERP systems
- Identifying future leaders through performance and potential analytics
- Linking talent pools to organizational growth and leadership needs
- Case Study: How ERP-driven succession planning transformed leadership development at a Fortune 500 company

**Module 7: Compensation and Benefits Management**

- Automating payroll and benefits administration using ERP
- Integrating compensation data with performance and engagement metrics
- Setting up bonus, incentive, and reward structures in ERP
- Compliance and governance in compensation and benefits through ERP
- Case Study: Reducing payroll errors and improving benefits delivery with SAP SuccessFactors

**Module 8: Reporting and Analytics in Talent Management**

- Building customized reports in ERP for HR and business leaders
- Utilizing data analytics to improve talent decisions
- Tracking and measuring HR KPIs using ERP dashboards
- Using ERP data to forecast future talent needs
- Case Study: Data-driven decision making in talent management with Oracle HCM Analytics

## 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