Training Course on E-Human Resource Management

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In the era of digital transformation, organizations are rapidly shifting from traditional HR practices to E-Human Resource Management (E-HRM) to enhance operational efficiency, data accuracy, and employee experience. This cutting-edge course is designed to empower HR professionals with the latest digital tools, AI-driven analytics, and cloud-based HR solutions to streamline recruitment, training, performance management, and more. As businesses increasingly embrace automation and data-driven decision-making, mastering E-HRM is essential for staying competitive and future-ready.

Training Course on E-Human Resource Management equips learners with strategic insights into HRIS (Human Resource Information Systems), HR analytics, virtual onboarding, and remote workforce management, integrating trending HR technologies like chatbots, blockchain for HR, and mobile HR apps. Whether you're a seasoned HR professional or a business leader, this course ensures you're well-prepared to lead in the digitally transformed HR landscape.

Programme Curriculum

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Course Objectives

1. Learn the benefits of digital HR transformation in modern businesses
2. Implement cloud-based HR solutions for scalable workforce management
3. Explore AI-powered recruitment tools and their applications
4. Utilize HR data analytics to drive informed decision-making
5. Master virtual employee onboarding and e-training
6. Manage a remote and hybrid workforce effectively
7. Integrate mobile-friendly HR apps into daily HR operations
8. Analyze case studies on successful digital HR implementations
9. Build skills to enhance employee engagement through digital platforms
10. Develop policies for cybersecurity in HR systems
11. Understand the role of blockchain in HR data security
12. Stay updated with future trends in digital HR management
13. Understand the fundamentals of E-Human Resource Management systems

Target Audience:

1. Human Resource Managers
2. Business Owners and Entrepreneurs
3. HR Analysts and Consultants
4. Talent Acquisition Specialists
5. Digital Transformation Officers
6. HR Tech Product Developers
7. Mid-to-senior level Executives
8. MBA and HRM Students

Course Duration:

· 10 days

Course Modules

Module 1: Introduction to E-HRM

- Definition and scope of E-Human Resource Management
- Evolution from traditional HRM to E-HRM
- Importance in today’s digital workplace
- Key components and systems
- Overview of modern HR technologies

Module 2: Digital HR Ecosystem

- Core digital tools in HR

- Trends shaping HR digitization
- Integration with business operations
- Challenges of digital adoption
- Case examples of transformation

Module 3: Cloud-Based HR Solutions

- Overview of cloud HR platforms
- Benefits and limitations
- Data storage and compliance
- Vendor comparison: Workday, BambooHR, etc.
- Scalability and implementation strategy

Module 4: HRIS (Human Resource Information Systems)

- Types and features of HRIS
- HRIS vs ERP systems
- Customization and integration
- User interface and accessibility
- Role in decision-making

Module 5: AI in Recruitment

- Role of artificial intelligence in hiring
- Resume parsing and candidate ranking
- Chatbots in recruitment
- Bias mitigation using AI
- Case study: AI tools in action

Module 6: HR Analytics and Metrics

- Introduction to HR data analytics
- Key metrics: turnover, performance, engagement
- Tools: Power BI, Tableau for HR
- Predictive analytics for HR planning
- Real-time dashboards and insights

Module 7: Virtual Onboarding and e-Training

- Designing digital onboarding programs
- Learning Management Systems (LMS)
- Engagement in remote training
- Gamification in learning
- Measuring effectiveness

Module 8: Managing Remote Workforce

- Tools for virtual collaboration
- Productivity tracking software
- Digital communication strategies
- Policy development for remote teams
- Wellness and engagement in remote work

Module 9: Mobile HR Applications

- Benefits of mobile-enabled HR
- Popular apps: Zenefits, Gusto, etc.
- Security and access control
- HR services on-the-go
- User experience and feedback

Module 10: Employee Engagement in the Digital Era

- Tools for virtual engagement
- Real-time feedback platforms
- Recognition and reward systems
- Pulse surveys and analytics
- Building culture remotely

Module 11: Digital Performance Management

- Setting digital KPIs
- Performance review tools
- Real-time performance tracking
- 360-degree feedback systems
- Aligning goals with business vision

Module 12: Talent Management and Succession Planning

- Identifying high-potential employees
- Career pathing tools
- Digital talent review platforms
- Leadership pipeline development
- Integration with LMS and analytics

Module 13: Legal and Ethical Considerations

- HR data privacy laws
- Compliance with GDPR and HIPAA
- Ethical AI in HR
- Consent and transparency
- Handling data breaches

Module 14: Blockchain and Cybersecurity in HR

- Blockchain fundamentals in HR
- Securing employee data
- Identity verification systems
- Decentralized HR records
- Threat detection and mitigation

Module 15: Future of E-HRM

- Emerging trends and innovations
- Role of generative AI in HR

- Augmented reality (AR) for training
- HR in the Metaverse
- Preparing for digital disruption

Training Methodology:

1. **Lectures and Presentations –** Learn core concepts of E-HRM, digital HR systems, and technological trends in human resource management.
2. **Case Study Analysis –** Explore real-world examples of successful digital HR implementations and challenges in virtual HR practices.
3. **Group Discussions** – Collaborate on topics like remote workforce engagement, digital ethics, and the use of AI in recruitment.
4. **Simulations and Role Plays –** Practice using HRIS platforms, conducting virtual interviews, and managing digital onboarding scenarios.
5. **Workshops –** Build hands-on skills in HR analytics, cloud-based systems, and performance tracking tools.
6. **Guest Lectures –** Gain insights from HR tech innovators, industry leaders, and professionals managing digital HR transformations.
7. **Capstone Project –** Create a full-scale digital HR strategy tailored to a specific organization or industry challenge.
8. **Assessments and Feedback –** Participate in quizzes, peer reviews, and instructor evaluations to refine digital HR competencies.

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	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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