



RURAL BANKERS RESEARCH AND DEVELOPMENT FOUNDATION, INC.

SCHEDULE

Date: Nov 17-18, 2017 (Fri-Sat)
Venue: Gov. Licaros Hall, RBAP, Intramuros,
Time: 8:30am to 5:00pm

RESOURCE PERSON

MS. OLIMPIA N. CRUZ, RMO
 Bank Officer - Risk Management,
 Consultant for bank's HRM, Trainer

SEMINAR FEE

1. Member – P3,800 / pax

2. Non-Member/Delinquent –
P4,200 / pax

MODE OF PAYMENT

Check payable to:

Rural Bankers Research & Development Foundation Inc.

Non-Refundable commitment fee
 of P1,900.00 per participant.

Bank: LBP – Intramuros, Branch
 Account Name: RBRDFI
 SA No. 0012-1046-26.
 Telefax (02) 527-2969 /527-2980

EXPECTED PARTICIPANTS

President & CEOs, Director,
 General Manager, HR Head &
 Compliance Officer

STRATEGIC HUMAN RESOURCE MANAGEMENT

Course Objectives

The Strategic Human Resource Management consistent with the provisions of BSP Circular 900, s. 2016, Guidelines on Operational Risk Management.

1. Learn the Human Resource Management perspectives;
2. Know and understand the HR interlinked functions and processes;
3. Establish the duties and responsibilities of HR Managers and Business Line Managers in managing risks related to Human Resource Management;
4. Establish and implement mechanisms needed in order to comply with BSP Circular 900.

Course Outline

Day 1 –Human Resource Management Background

1. Human Resource Planning - definition and scope of HR Planning
 - A. Job Analysis and Job Design
 - B. Review of Current Manpower Supply
2. Recruitment and Selection
 - A. Sources of qualified personnel
 - B. Recruiting Methods and Process I.
- 3.Competency Framework Development
 - A. Competency Framework Milestone
 - B. Classification of Competencies
 - C. Setting proficiency levels
4. Training and Development
 - A. Factors affecting training outcomes
 - B. Talent management for smaller organizations: challenges and advantages

Day 2 –Rewards Management

1. Rewards Management
 - A. Rewards and Recognition
 - B. Categories of Performance-based rewards
 - C. Issues in implementing Awards/Incentive Programs
 - D. Choosing the right rewards mix suitable to the organization.
2. Rewards Management
 - A. Rewards and Recognition
 - B. Categories of Performance-based rewards
 - C. Issues in implementing Awards/Incentive Programs
 - D. Choosing the right rewards mix suitable to the organization
3. Management of HR Related Risks
 - A. Managing HR related Risks
 - B. Elements of HR governance in managing HR risks
 - C. HR Communications