

Human Capital Management Fundamentals

Barcelona (Spain) -

16-11-2026

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Course code: HR329 From: 16-11-2026 Venue: Barcelona (Spain) - Course Fees: 5000 £

Introduction

Human Capital Management (HCM) is the strategic approach to acquiring, managing, and developing an organization's workforce. This foundational course provides a comprehensive understanding of key HR functions, from recruitment and onboarding to performance and employee relations. It is ideal for those new to HR roles or looking to formalize and enhance their knowledge of human capital operations.

Course Objectives of Human Capital Management Fundamentals

Upon completing this program, participants will be able to:

- Understand the core principles and components of Human Capital Management.
- Apply best practices in recruitment, onboarding, and employee lifecycle processes.
- Implement effective policies for performance and talent development.
- Manage HR records and employee data using modern tools.
- Support organizational goals through strategic HR planning.

Course Methodology of Human Capital Management Fundamentals

- Lectures and Expert Insights: Leading industry experts will share their insights and best practices.
- Case Studies: Analyze real-world talent acquisition challenges and solutions.
- Group Discussions: Engage in meaningful discussions and share experiences with peers.
- Role-Playing and Simulations: Practice recruitment scenarios to enhance skills.
- Hands-on Workshops: Gain practical experience in using recruitment tools and techniques.

Organizational Impact of Human Capital Management Fundamentals

This training program will have a positive impact on organizations by:

- Strengthened HR operations that support business growth.
- More consistent and compliant HR practices across departments.
- Improved employee engagement and retention.

- Enhanced coordination between HR and other business units.
- Strategic alignment of human resources with organizational goals.

Personal Impact of Human Capital Management Fundamentals

Participants will experience personal growth and development, including:

- Broadened HR knowledge base and practical skills.
- Ability to handle core HR responsibilities with confidence.
- Improved communication and coordination within HR teams.
- Greater readiness for advanced HR or managerial roles.
- Recognition as a key contributor in people operations.

Who Should Attend

This training program is ideal for:

- New HR professionals and HR assistants
- Human Capital Coordinators
- Administrative officers handling HR functions
- Team leaders or supervisors transitioning to HR
- Anyone seeking foundational knowledge in HCM

Course Outlines

Day 1

Introduction to Human Capital Management

- Definition and evolution of HCM
- Key HR functions and their strategic roles
- HR as a partner in business success
- HCM systems overview and digital transformation
- Organizational structure and workforce planning basics

Day 2

Recruitment and Onboarding

- Workforce planning and job analysis
- Talent sourcing and recruitment strategies
- Interviewing and selection techniques
- Onboarding and orientation best practices
- Measuring hiring success and retention

Day 3

Performance and Development

- Designing effective performance management systems
- Goal setting and KPI alignment
- Conducting appraisals and feedback sessions
- Training needs assessment and learning programs
- Career development and succession planning

Day 4

Employee Lifecycle and Relations

- Employee records management and documentation
- Contracts, policies, and compliance
- Handling grievances and disciplinary actions
- Managing employee engagement and satisfaction
- Ethics and legal considerations

Day 5

HR Administration and Reporting

- HR documentation and record-keeping standards
- Introduction to HR metrics and analytics

- Payroll basics and coordination
- HR dashboards and reporting tools
- Designing an HR operations roadmap