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Business Acumen for Human Resource Professionals

Build a better you   **Skill-focused**   **Self-paced**   **Job-ready**

This course offers 30 professional development credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification and aligns to the SHRM® Body of Applied Skills and Knowledge.[1]

This Program, ID No. 625797, has been approved for 30.00 E-Learning re-certification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).
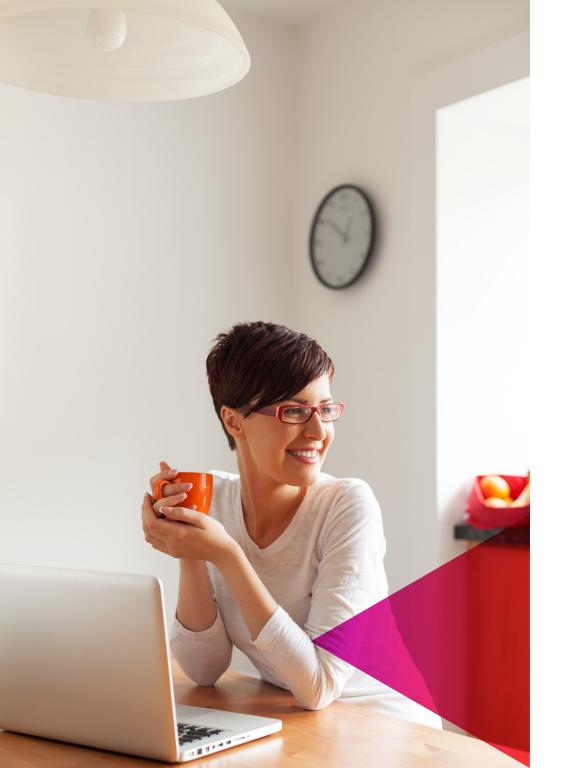
Course overview

In about 30 hours, learn how to help identify, create, implement and evaluate Human Resources (HR) solutions that align with an organization's strategic direction. The Business Acumen for Human Resource Professionals course can help HR professionals meet business objectives by better understanding the environment in which a business operates. Gain a greater understanding of business operations, functions and more. Learn how to apply business metrics and technologies to address business needs. And demonstrate how HR initiatives and core organizational functions influence each other.

Skills you'll learn

- Align auditing concepts, tools, and techniques with organizational HR strategy

- Utilize organizational data and external data to resolve employee relations issues and guide performance management effectively

- Analyze internal employee demographics to make strategic business decisions

- Evaluate the organization's goals and strategic plans to drive effective results within an organization

Key topics

- Auditing

- Employee Relations and Performance Management

- Human Resource and Information Systems Management

- Business Strategy and Talent Acquisition

**Course outline
1 of 2**

Course Introduction
- Course Welcome
- Getting Started

Module 1 - Auditing Skills
- Introduction to Auditing
- Identifying Business Fundamentals
- Understanding Financial Analysis Terms and Methods
- Auditing and Problem Solving Skills
- Auditing for HR Skills Assessment

Module 2 - Employee Relations and Performance Management
- Introduction to Employee Relations and Performance Management
- Fundamentals of Employee Relations and Performance
- Using Data Analytics in Employee Relations and Performance Management
- Employee Relations and Performance Management Skills Assessment

Module 3 - Human Resource and Information Systems Management Skill

- Introduction to Human Resource and Information Systems Management
- HR Data Strategies for Business Solutions
- HR and Organizational Decision-Making
- Human Resource and Information Systems Management Skills Assessment

Module 4 - Business Strategy and Talent Acquisition Skill

- Introduction to Business Strategy and Talent Acquisition
- Foundations of Talent Acquisition
- Utilizing Talent Intelligence & Acquisition
- Business Strategy and Talent Acquisition Skills Assessment

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