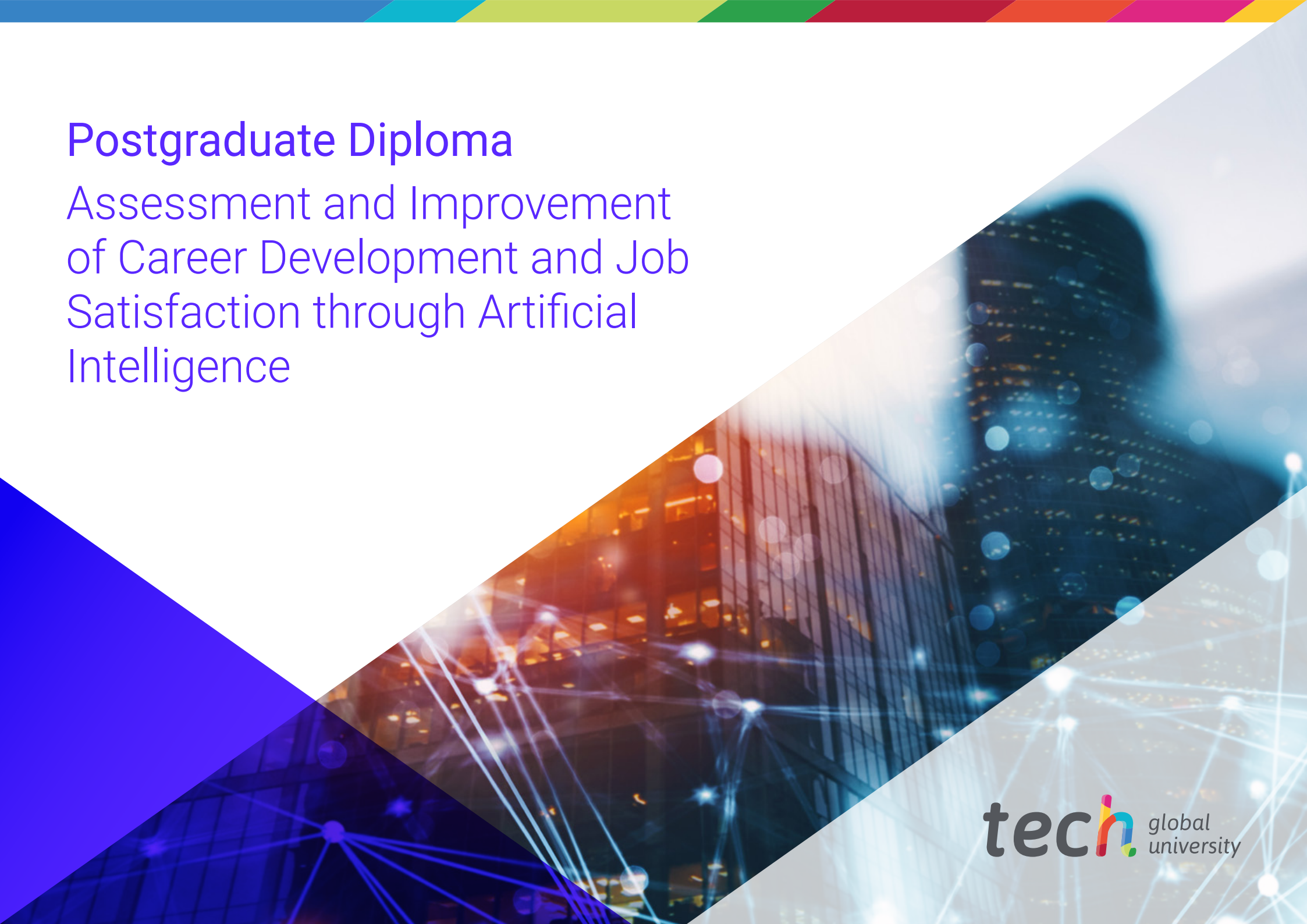
Postgraduate Diploma

Assessment and Improvement of Career Development and Job Satisfaction through Artificial Intelligence



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Postgraduate Diploma

Assessment and Improvement of Career Development and Job Satisfaction through Artificial Intelligence

- Modality: **Online**
- Duration: **6 months**
- Certificate: **TECH Global University**
- Accreditation: **18 ECTS**
- Schedule: **at your own pace**
- Exams: **online**

Website: **www.techtitute.com/us/inteligencia-artificial/postgraduate-diploma/ postgraduate-diploma-assessment-improvement-career-development-job-satisfaction-artificial-intelligence**

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01

Introduction

More and more companies are integrating AI tools to analyze employee performance, identify areas for improvement and propose customized education plans. Using advanced algorithms, AI can continuously evaluate performance, using data such as productivity, engagement and interaction on digital platforms. In addition, AI tools such as chatbots and feedback systems make it possible to more accurately measure job satisfaction, detecting patterns of demotivation or fatigue, and suggesting preventive interventions. In this context, TECH has developed a comprehensive, fully online program that fits perfectly with the work and personal schedules of graduates, using the innovative methodology known as Relearning.

With this 100% online Postgraduate Diploma, you will master the use of AI to customize professional development plans, which will increase the potential of each employee by adjusting their trajectory to their strengths and needs"

Artificial Intelligence is playing a crucial role in assessing and improving career development and job satisfaction. In fact, companies are adopting AI tools to automate recruitment and performance evaluation processes, which not only saves time, but also allows for better personalization of the employee experience.

This is how this Postgraduate Diploma was created, in which professionals will be able to customize professional development plans through the use of AI, tailoring employee growth to their individual needs and skills. We will also analyze techniques to identify key talent within organizations, designing more effective retention strategies focused on long-term growth.

Likewise, the implementation of accurate and continuous performance evaluations, supported by AI systems that provide real-time feedback, will be discussed in depth. In this sense, skills will be developed to analyze large volumes of performance data, identifying patterns and areas of improvement that are essential for organizational growth. This will allow providing more timely and relevant feedback.

Finally, the analysis and improvement of the work climate will be addressed using AI tools that monitor employee well-being, through sentiment analysis and other key metrics. In this way, it will be possible to identify potential labor problems before they escalate, improving internal communication and promoting greater job satisfaction.

In this way, TECH has created a comprehensive, fully online program, which will only require an electronic device with Internet access to access all educational materials, eliminating inconveniences such as moving to a physical location or the need to adhere to a fixed schedule. Additionally, it will be based on the revolutionary Relearning learning methodology, which focuses on the constant repetition of key concepts to facilitate a natural and effective assimilation of the contents.

The **Postgraduate Diploma in Assessment and Improvement of Career Development and Job Satisfaction through Artificial Intelligence** contains the most complete and up-to-date academic program on the market. Its most notable features are.

- Development of practical cases presented by experts in Artificial Intelligence in HR
- The graphic, schematic, and practical contents with which they are created, provide practical information on the disciplines that are essential for professional practice
- Practical exercises where self-assessment can be used to improve learning
- Its special emphasis on innovative methodologies
- Theoretical lessons, questions to the expert, debate forums on controversial topics, and individual reflection assignments
- Content that is accessible from any fixed or portable device with an Internet connection

You will control tools for more accurate, real-time performance evaluations, improving data-driven decision making, from the best online university in the world, according to Forbes: TECH"

You will identify labor problems proactively, implementing solutions that will improve internal communication and overall team satisfaction, thanks to an extensive library of innovative multimedia resources"

You will use AI to identify key talent within the organization, facilitating the design of effective retention strategies, crucial to keep the most valuable employees.

You will develop skills in analyzing large volumes of performance data, enabling you to detect patterns and specific areas for improvement, through the best learning materials in the academic market.

The program includes in its teaching staff professionals from the sector who bring to this program the experience of their work, as well as recognized specialists from leading societies and prestigious universities.

The multimedia content, developed with the latest educational technology, will provide professionals with situated and contextual learning, i.e., a simulated environment that will provide immersive specialization, designed for specializing oneself in real situations.

This program is designed around Problem-Based Learning, whereby the professional must try to solve the different professional practice situations that arise during the course. For this purpose, students will be assisted by an innovative interactive video system created by renowned experts in the field of educational coaching with extensive experience.

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Objectives

The main objective of the program will be to specialize professionals in the use of advanced technologies to optimize talent management in organizations. Therefore, they will develop competencies in the application of AI to personalize professional development, carry out accurate and real-time performance evaluations, and improve the work environment through data and sentiment analysis. You will also focus on identifying key talent and designing effective retention strategies, which contributes to improving employee satisfaction and engagement, boosting productivity and organizational success.

You will be able to analyze and assess employee competencies and needs, identify areas for improvement and design customized programs that promote continuous development"

General Objectives

- Use AI to monitor the work climate, proactively identifying problems and improving internal communication and employee satisfaction
- Develop the ability to use AI to identify and eliminate bias in selection, evaluation and development processes
- Train students to implement AI solutions that automate administrative and managerial tasks
- Apply predictive analytics techniques in HR management, anticipating needs and improving strategic planning
- Delve into the ethical and transparency principles necessary for the responsible implementation of AI in Human Resources
- Lead digital transformation projects in the Human Resources department, using AI as a key tool to innovate and improve organizational processes

"You will be able to proactively identify and address issues that affect employee satisfaction, strengthening well-being and engagement in the work environment. With all the TECH quality guarantees!"

Specific Objectives

Module 1. AI and Its Application in Talent Management and Professional Development

- Develop the ability to use AI to customize employees' career development plans, tailoring growth to individual needs
- Apply AI to identify key talent within the organization and design effective retention strategies

Module 2. Performance Evaluations

- Train in the implementation of continuous evaluation systems that provide real-time feedback, improving the accuracy and relevance of performance evaluations
- Develop skills to use AI to analyze performance data, identifying patterns and areas for improvement

Module 3. Monitoring and Improving Work Climate with AI

- Use AI tools to analyze work climate through sentiment analysis, identifying problems and opportunities for improvement
- Develop the ability to apply AI to proactively detect and address workplace issues, improving internal communication and employee satisfaction

03

Course Management

The teachers are highly qualified professionals with extensive experience in the field of Artificial Intelligence. In fact, their education includes a solid theoretical and practical base in data analysis, human talent assessment and the development of strategies to improve job satisfaction. In this way, they will not only provide academic knowledge, but will also share real cases and experiences from the working world, which will enrich the learning process. In addition, they will foster a collaborative and interactive environment, fostering the development of critical competencies in graduates, such as critical thinking, problem solving and innovation.

The faculty will help equip you with the necessary tools to meet today's challenges in managing professional development and job satisfaction through Artificial Intelligence"

Management

Dr. Peralta Martín-Palomino, Arturo

- CEO and CTO at Prometeus Global Solutions
- CTO at Korporate Technologies
- CTO at AI Shepherds GmbH
- Consultant and Strategic Business Advisor at Alliance Medical
- Director of Design and Development at DocPath
- PhD in Psychology from the University of Castilla La Mancha
- PhD in Economics, Business and Finance from the Camilo José Cela University
- PhD in Psychology from University of Castilla La Mancha
- Master's Degree in Executive MBA from the Isabel I University
- Master's Degree in Sales and Marketing Management, Isabel I University
- Expert Master's Degree in Big Data by Hadoop Training
- Master's Degree in Advanced Information Technologies from the University of Castilla La Mancha
- Member of: SMILE Research Group

Professors

Ms. Del Rey Sánchez, Cristina

- Talent Management Administrative Officer at Securitas Seguridad España, S.L.
- Extracurricular Activities Center Coordinator
- Support classes and pedagogical interventions with Primary and Secondary Education students.
- Postgraduate in Development, Delivery and Tutoring of e-Learning Training Actions.
- Postgraduate in Early Childhood Care
- Degree in Pedagogy from the Complutense University of Madrid.

Take the opportunity to learn about the latest advances in this field in order to apply it to your daily practice"

04

Structure and Content

Professionals will examine key concepts of Artificial Intelligence and its application in performance evaluation and human talent management. Topics will include data analysis methodologies, job satisfaction measurement techniques and the development of training and continuous improvement programs. In addition, strategies to promote organizational wellbeing and feedback culture will be addressed, as well as the design and implementation of surveys and evaluation tools. Attention will also be paid to predictive analytics and machine learning techniques, essential to identify patterns and trends in work behavior.

The contents of this Postgraduate Diploma will cover a variety of fundamental topics, integrating theory and practice in the workplace"

Module 1. AI and Its Application in Talent Management and Professional Development

1.1. Introduction to the Application of AI in Talent Management and Professional Development
- 1.1.1. Historical Evolution of AI in Talent Management and How It Has Transformed the Industry
- 1.1.2. Definition of Artificial Intelligence in the Human Resources Context
- 1.1.3. Importance of Talent Management and Professional Development. Glint

1.2. Automation of Talent Management Processes
- 1.2.1. Using AI to Automate Administrative Tasks in Talent Management
- 1.2.2. Implementing AI-Based Talent Management Systems
- 1.2.3. Assessing Operational Efficiency and Cost Reduction through Automation with AI

1.3. Talent Identification and Retention with AI
- 1.3.1. Using AI Algorithms to Identify and Retain Talent in the Organization
- 1.3.2. Predictive Analytics for the Detection of Employees with High Growth Potential
- 1.3.3. Integrating AI with HR Management Systems for Continuous Performance and Development Tracking

1.4. Personalization of Professional Development. Leader Amp
- 1.4.1. Implementing Customized AI-Based Professional Development Programs
- 1.4.2. Using Recommendation Algorithms to Suggest Learning and Growth Opportunities
- 1.4.3. Matching Career Development Pathways to Labor Market Evolution Predictions Using AI

1.5. Competency and Skills Gap Analysis
- 1.5.1. Using AI to Analyze Employees' Current Skills and Competencies
- 1.5.2. Identification of Skills Gaps and Training Needs Using Data Analytics
- 1.5.3. Implementing Real-Time Training Programs Based on Automated AI Recommendations

1.6. Mentoring and Virtual Coaching
- 1.6.1. Implementation of AI-Assisted Virtual Mentoring Systems. Crystal
- 1.6.2. Using Chatbots and Virtual Assistants to Provide Personalized Coaching
- 1.6.3. Impact Assessment of Virtual Coaching Using Data Analysis and Automated AI Feedback

1.7. Achievement and Performance Recognition
- 1.7.1. Using AI-Based Achievement Recognition Systems to Motivate Employees BetterUp
- 1.7.2. Automatically Analyzing Employee Performance and Productivity Using AI
- 1.7.3. Developing an AI-Based Reward and Recognition System

1.8. Evaluation of Leadership Potential
- 1.8.1. Applying AI Techniques to Assess Leadership Potential of Employees
- 1.8.2. Identifying Emerging Leaders and Developing Tailored Leadership Programs
- 1.8.3. Using AI-Driven Simulations to Train and Evaluate Leadership Skills

1.9. Change Management and Organizational Adaptability
- 1.9.1. Predictive Analytics to Anticipate Change Needs and Promote Organizational Resilience
- 1.9.2. Organizational Change Planning Using AI
- 1.9.3. Using AI to Manage Organizational Change and Promote Adaptability Cognician

1.10. Ethics and Accountability in Talent Management with AI
- 1.10.1. Ethical Considerations in the Use of AI in Talent Management and Professional Development. Reflektive
- 1.10.2. Ensuring Fairness and Transparency in AI Algorithms Used in Talent Management Decision-Making
- 1.10.3. Implementation of Audits to Monitor and Adjust AI Algorithms to Ensure Ethical Practices

Module 2. Performance Evaluations

2.1. Introduction to the Application of AI in Performance Appraisals
- 2.1.1. Definition of Artificial Intelligence and Its Role in Performance Appraisals. 15Five
- 2.1.2. Importance of Using AI to Improve the Objectivity and Efficiency of Appraisals
- 2.1.3. Limitations of AI in Performance Appraisals

2.2. Automation of Evaluation Processes
- 2.2.1. Using AI to Automate Data Collection and Analysis in Performance Appraisals Peakon
- 2.2.2. Implementing AI-Based Automated Evaluation Systems
- 2.2.3. Successful Studies in Automation with AI

2.3. Data Analysis and Performance Metrics
- 2.3.1. Using AI Algorithms to Analyze Performance Data and Trends
- 2.3.2. Identifying Key Metrics and KPIs Using Advanced Data Analysis Techniques
- 2.3.3. AI Data Analytics Training

2.4. Continuous Evaluation and Real-Time Feedback
- 2.4.1. Implementing AI-Assisted Continuous Assessment Systems. Lattice
- 2.4.2. Using Chatbots and Real-Time Feedback Tools to Provide Feedback to Employees
- 2.4.3. Impact of AI-Based Feedback

2.5. Identification of Strengths and Areas for Improvement
- 2.5.1. Applying AI to Identify Employee Strengths and Weaknesses
- 2.5.2. Automatic Analysis of Competencies and Skills Using Machine Learning Techniques. Workday Performance Management
- 2.5.3. Connection with Professional Development and Planning

2.6. Detection of Trends and Performance Patterns
- 2.6.1. Using AI to Detect Trends and Patterns in Employee Performance. TAlentSoft
- 2.6.2. Predictive Analytics to Anticipate Potential Performance Problems and Take Proactive Measures
- 2.6.3. Advanced Data Visualization Dashboards

2.7. Customization of Objectives and Development Plans
- 2.7.1. Implementing AI-Based Personalized Target Setting Systems. Reflektive
- 2.7.2. Using Recommendation Algorithms to Suggest Individualized Development Plans
- 2.7.3. Long-Term Impact of Personalized Targets

2.8. Elimination of Bias in Evaluations
- 2.8.1. Applying AI to Identify and Mitigate Bias in Performance Appraisals
- 2.8.2. Implementing Impartial and Equitable Algorithms in Evaluation Processes
- 2.8.3. AI Ethics Training for Evaluators

2.9. Data Security and Protection in AI Evaluations
- 2.9.1. Ethical and Legal Considerations in the Use of Personal Data in Performance Evaluations with AI. LEver
- 2.9.2. Ensuring the Privacy and Security of Employee Information in AI-Based Evaluation Systems
- 2.9.3. Implementing Data Access Protocols

2.10. Continuous Improvement and Adaptability of the System
- 2.10.1. Using Feedback and Data Analysis to Continuously Improve Evaluation Processes
- 2.10.2. Adapting Evaluation Systems as the Organization's Needs and Objectives Change
- 2.10.3. Review Committee for Adjustment of Metrics

Module 3. Monitoring and Improving Work Climate with AI

3.1. Applying AI in Workplace Climate Management
- 3.1.1. Definition and Relevance of Work Climate
- 3.1.2. Overview of AI in the Management of Workplace Climate
- 3.1.3. Benefits of Using AI to Monitor Workplace Climate

3.2. AI Tools for Workplace Data Collection
- 3.2.1. Real-Time Feedback Systems with IBM Watson
- 3.2.2. Automated Survey Platforms
- 3.2.3. Sensors and Wearables for Physical and Environmental Data Collection

3.3. Sentiment Analysis with AI
- 3.3.1. Fundamentals of Sentiment Analysis
- 3.3.2. Using Google Cloud Natural Language to Analyze Emotions in Written Communication
- 3.3.3. Applying Sentiment Analysis in Emails and Corporate Social Networks

3.4. Machine Learning for the Identification of Behavioral Patterns
- 3.4.1. Clustering with K-Means in Python for Segmenting Workplace Behaviors
- 3.4.2. Pattern Recognition in Behavioral Data
- 3.4.3. Predicting Trends in Work Climate

3.5. AI in the Proactive Detection of Workplace Problems
- 3.5.1. Predictive Models to Identify Conflict Risks
- 3.5.2. AI-Based Early Warning Systems
- 3.5.3. Detection of Harassment and Discrimination Using Text Analytics with spaCy

3.6. Improving Internal Communication with AI
- 3.6.1. Chatbots for Internal Communication
- 3.6.2. Network Analysis with AI to Improve Collaboration Using Gephi
- 3.6.3. AI Tools to Personalize Internal Communications

3.7. Change Management with AI Support
- 3.7.1. AI Simulations to Predict Impacts of Organizational Change with AnyLogic
- 3.7.2. AI Tools to Manage Resistance to Change
- 3.7.3. AI Models for Optimizing Change Strategies

3.8. Assessment and Continuous Improvement of Work Climate with AI
- 3.8.1. Continuous Work Climate Monitoring Systems
- 3.8.2. Algorithms for Analyzing the Effectiveness of Interventions
- 3.8.3. AI for the Customization of Work Climate Improvement Plans

3.9. Integration of AI and Organizational Psychology
- 3.9.1. Psychological Theories Applied to AI Analysis
- 3.9.2. AI Models for Understanding Motivation and Job Satisfaction
- 3.9.3. AI Tools to Support Employee Emotional Well-Being

3.10. Ethics and Privacy in the Use of AI to Monitor Workplace Climate
- 3.10.1. Ethical Considerations of Workplace Monitoring
- 3.10.2. Data Privacy and Regulatory Compliance
- 3.10.3. Transparent and Responsible Data Management

You will gain a comprehensive and up-to-date vision that will enable you to develop innovative solutions to improve professional development and job satisfaction"

05

Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning.**

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.

Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"

Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world"

You will have access to a learning system based on repetition, with natural and progressive teaching throughout the entire syllabus.

The student will learn to solve complex situations in real business environments through collaborative activities and real cases.

A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch, which presents the most demanding challenges and decisions in this field, both nationally and internationally. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and professional reality is taken into account.

> *Our program prepares you to face new challenges in uncertain environments and achieve success in your career"*

The case method has been the most widely used learning system among the world's leading Information Technology schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question that you are presented with in the case method, an action-oriented learning method. Throughout the course, students will be presented with multiple real cases. They will have to combine all their knowledge and research, and argue and defend their ideas and decisions.

Relearning Methodology

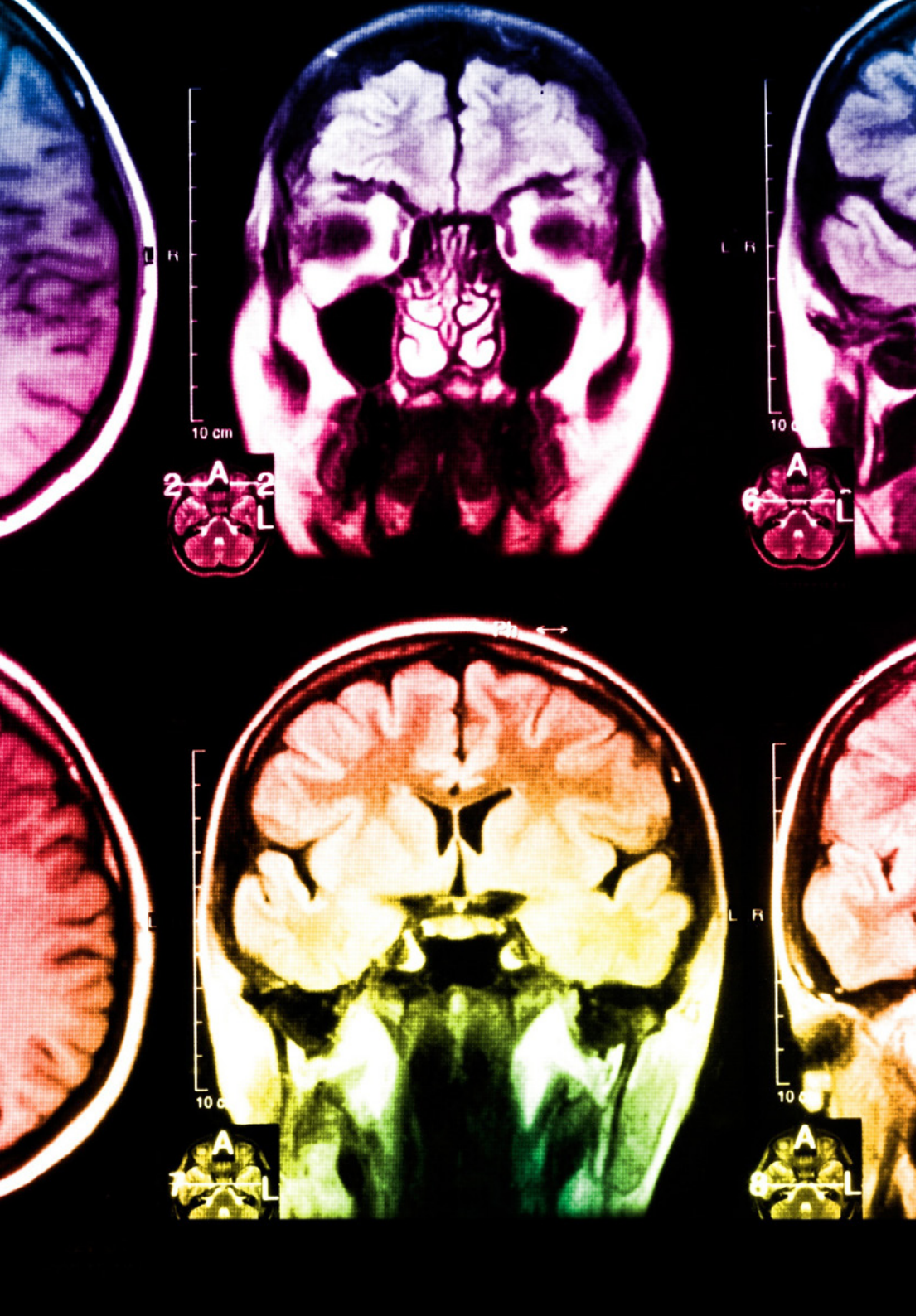
TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

In 2019, we obtained the best learning results of all online universities in the world.

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our university is the only one in the world authorized to employ this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.



In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically. This methodology has trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, and financial markets and instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

Relearning will allow you to learn with less effort and better performance, involving you more in your training, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation for success.

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.

This program offers the best educational material, prepared with professionals in mind:

Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.

Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

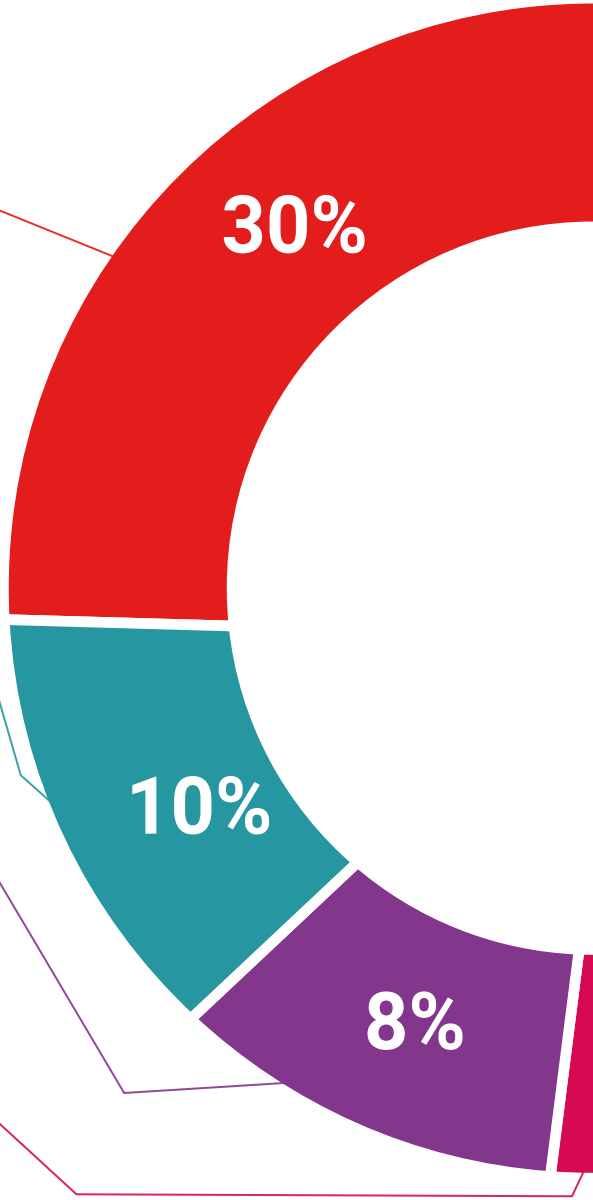
Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.

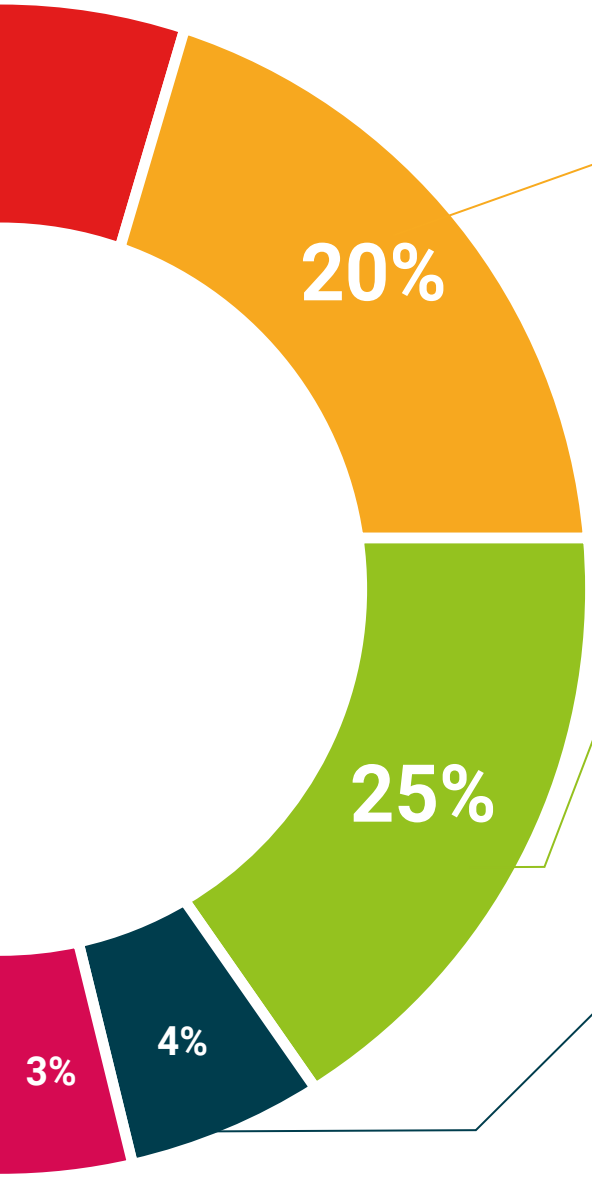
Practising Skills and Abilities

They will carry out activities to develop specific skills and abilities in each subject area. Exercises and activities to acquire and develop the skills and abilities that a specialist needs to develop in the context of the globalization that we are experiencing.

Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.





Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best specialists in the world.

Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".

Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.

06

Certificate

The Postgraduate Diploma in Assessment and Improvement of Career Development and Job Satisfaction through Artificial Intelligence guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Diploma issued by TECH Global University.

Successfully complete this program and receive your university qualification without having to travel or fill out laborious paperwork"

This private qualification will allow you to obtain a **Postgraduate Diploma in Assessment and Improvement of Career Development and Job Satisfaction through Artificial Intelligence** endorsed by **TECH Global University**, the world's largest online university.

TECH Global University is an official European University publicly recognized by the Government of Andorra (***official bulletin***). Andorra is part of the European Higher Education Area (EHEA) since 2003. The EHEA is an initiative promoted by the European Union that aims to organize the international training framework and harmonize the higher education systems of the member countries of this space. The project promotes common values, the implementation of collaborative tools and strengthening its quality assurance mechanisms to enhance collaboration and mobility among students, researchers and academics.

This **TECH Global University** private qualification is a European program of continuing education and professional updating that guarantees the acquisition of competencies in its area of knowledge, providing a high curricular value to the student who completes the program.

Title: **Postgraduate Diploma in Assessment and Improvement of Career Development and Job Satisfaction through Artificial Intelligence**

Modality: **online**

Duration: **6 months.**

Accreditation: **18 ECTS**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Mr./Ms. _____, with identification document _____
has successfully passed and obtained the title of:

Postgraduate Diploma in Assessment and Improvement of Career Development and Job Satisfaction through Artificial Intelligence

This is a private qualification of 450 hours of duration equivalent to 18 ECTS, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

TECH Global University is a university officially recognized by the Government of Andorra on the 31st of January of 2024, which belongs to the European Higher Education Area (EHEA).

In Andorra la Vella, on the 28th of February of 2024

Dr. Pedro Navarro Illana
Dean

Unique TECH Code: AFWORD23S techtitute.com/certificates

*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH Global University will make the necessary arrangements to obtain it, at an additional cost.

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