Postgraduate Diploma

Strategic Management of Human Resources

tech *global university*

Postgraduate Diploma
Strategic Management of Human Resources

- » Modality: **online**
- » Duration: **6 months**
- » Certificate: **TECH Global University**
- » Credits: **15 ECTS**
- » Schedule: **at your own pace**
- » Exams: **online**

Website: **www.techtitute.com/us/psychology/postgraduate-diploma/postgraduate-diploma-strategic-management-human-resources**

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01
Introduction

This very complete program of HR from TECH was born with the aim of promoting the personal and professional growth of Psychology professionals, helping them to carry out an efficient management of the human capital of a company, which is a fundamental part, not only for good coordination, but also to achieve the greatest possible benefits. In this way, the professional will make it possible, from a strategic perspective, for the company, to see its staff as a competitive advantage over other companies. In addition, thanks to this program, professionals in the sector will be able to specialize in this field.

Strategically direct the Human Resources of an organization and become a prestigious professional"

Without a doubt, today almost everyone is aware that for an organization to be successful, the correct selection of personnel is an extremely important element. In this sense, if adequate communication is designed, it will be possible to promote the correct development of the tasks and duties that must be covered and, therefore, the best possible functioning of the organization will be ensured. This is where the expert psychologist in Human Resources comes into play and acquires a fundamental role, since their strategic communication plans will be a direct asset for the development of the company.

For all these reasons, the Postgraduate Diploma from Strategic Management in HR. HH It is a tailor-made program that is delivered in a 100% online format so that you can choose the time and place that best The Professional suits your availability, schedule and interests.

A program that takes place over 6 months and is intended to be a unique and stimulating experience that lays the foundations for the student's success as a Human Resources director.

The content of the Postgraduate Diploma in Strategic Management of Human Resources is designed to promote the development of managerial skills that allow decision-making with greater rigor in uncertain environments.

Throughout the 375 hours of this Postgraduate Certificate, students will analyze a multitude of practical cases through individual practice and teamwork. It is, therefore, an authentic immersion in real business situations.

This program deals in depth with all aspects of Human Resources management that must be taken into account in the company, and is designed to train managers who understand personnel management from a strategic, international and innovative perspective.

This complete compendium of contents offered by TECH is designed to be taught in 100% digital format. As such, all students need is an electronic device with an Internet connection, and they will have access to the largest information bank imaginable. As it is an online program, students decide when, how and where to study, so they can balance the rest of their daily activities while they continue their education.

This **Postgraduate Diploma in Strategic Management of Human Resources** contains the most complete and up-to-date program on the market. The most important features include:

- The development of practical cases presented by rendering experts
- The graphic, schematic, and practical contents with which they are created, provide practical information on the disciplines that are essential for professional practice
- New developments in Selection of Personal
- Practical exercises where the self-evaluation process can be carried out to improve learning
- Emphasis on innovative methodologies in the field of Human Resources
- Theoretical lessons, questions for 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

Add the most innovative approaches to Strategic Management of Human Resources to your knowledge. and begin to intervene in this exciting field"

You are just one click away from improving your professional skills and becoming an expert psychologist in the subject.

Study with the assurances offered by studying at the largest online university in the Spanish-speaking market"

Learn in a simple, intensive and flexible way with the quality of the highest rated teaching models in the online teaching scene.

It includes expert professionals in Human Resources in its teaching staff who pour the experience of their work into this specialization, as well as recognized specialists belonging to reference societies and prestigious universities.

The multimedia content, developed with the latest educational technology, will provide the professional with situated and contextual learning, i.e., a simulated environment that will provide an immersive program designed to learn in real situations.

The design of this program is focused on Problem-Based Learning, through which students must try to solve the different situations of professional practice that arise throughout the course. To do this, students will have the help of an innovative interactive video system that will give them La contextualization and the practical point of view they need.

02
Objectives

This program was created with the aim of meeting the educational needs of psychology and Human Resources professionals in the area of strategic communication. For this, an educational program has been completely designed to lead the student to excellence and encourage him to achieve an efficient progression in his professional career.
For all these reasons, this training will be for the student a journey of personal and professional growth that will lead him/her to the highest quality in his/her intervention as a psychologist and Human Resources professional.

If your goal is to grow as an expert psychologist in HR, with the guarantees offered by being a graduate of a great University, then this program is for you"

General Objectives

- Be familiar with the evolution of Strategic Communication, especially with regard to diversity in the workplace

- Use a scientific vocabulary adjusted to the demands of the multiprofessional teams, participating in the coordination and follow-up Strategic Communication. processes

- Collaborate and be a valuable asset when recruiting effective and functional professionals for the organizations

- Participate in the organizations' management understanding of the importance of diversity in the workplace

- Use the methodology, tools and material resources adapted to the Strategic Communication

- Establishment of recruitment plans that promote the development and proper functioning of the organizations

- Explore the psychology of work and organizations

- Learn how to implement personnel management plans

- Determine the legal regulations applicable to continuing vocational training for employment

Take the step and open a new avenue of development and growth to your career in teaching, specializing in Family Socio-Educational Intervention". HR field"

Specific Objectives

Module 1. Strategic Management of Resources

- Analyze the decisions of the different areas through the corporate culture model, both nationally and internationally
- Enhance management development at a personal and team level in order to grow as leaders in their area of competence
- Develop cutting-edge methodologies and techniques in people management and talent development within the organization through a strategic and innovative vision

Module 2. Financial Management and *Management*

- Develop and properly implement the main Human Resources policies: selection, La training and La compensation
- Enhance the possibilities that technology allows through Human Resources 2.0

Module 3. *Executive Coaching*

- Develop techniques and strategic leadership for the management of people such as selection, training and remuneration
- Practice appropriate internal communication techniques to maintain cohesion and correctly transmit strategic objectives
- Define the phases of selection, recruitment and training of templates

03
Structure and Content

The structure and contents of this program have been designed and created by a team of specialists in the field to specifically respond to the needs of psychology and Human Resources professionals. This compendium of contents has also been designed with a perspective focused on applied learning, allowing the professional to intervene successfully through a broad vision connected to the real environment of the profession. Therefore, this syllabus will become the student's main asset when it comes to successfully entering a labor market.

First-class content, to train first-class professionals"

Module 1. Strategic Management of Resources

1.1.   Strategic Thinking and Systems
    1.1.1.   The Company as a System
    1.1.2.   Strategic Thinking Derived from Corporate Culture
    1.1.3.   The Strategic Approach from Personal Management

1.2.   Planning and Management of HR Department Resources
    1.2.1.   Keys to the Design and Implementation of a Balanced Scorecard
    1.2.2.   Workforce Sizing and Planning
    1.2.3.   Supporting Operations: Personnel Policies

1.3.   Strategic Organizational Design
    1.3.1.   Business Partner Model
    1.3.2.   *Share Services*
    1.3.3.   *Outsourcing*

1.4.   Job Design, Recruitment, and Selection
    1.4.1.   Training and Career Development
    1.4.2.   Strategic Approach to Personal Management
    1.4.3.   Design and Implementation of Personnel Policies and Practices

1.5.   HR Analytics
    1.5.1.   *Big Data y Business Intelligence* (BI)
    1.5.2.   HR Data Analysis Resources
    1.5.3.   HR Metrics Design Resources

1.6.   Strategic Leadership
    1.6.1.   Leadership Models
    1.6.2.   *Coaching*
    1.6.3.   *Mentoring*
    1.6.4.   Transformational Leadership

1.7.   Audit and Control of Human Resources Management
    1.7.1.   Reasons for the Audit of Human Resources Management
    1.7.2.   Data Collection and Analysis Tools
    1.7.3.   Audit Report

Module 2. Economic Management and *Administration*

2.1.   Financial Diagnosis

    2.1.1.   Indicators for Analyzing Financial Statements

    2.1.2.   Profitability Analysis

    2.1.3.   Economic and Financial Profitability of a Company

2.2.   Economic Analysis of Decisions

    2.2.1.   Budget Control

    2.2.2.   Competitive Analysis. Comparative Analysis

    2.2.3.   Decision-Making. Business Investment or Divestment

2.3.   Investment Valuation and *Portfolio Management*

    2.3.1.   Profitability of Investment Projects and Value Creation

    2.3.2.   Models for Evaluating Investment Projects

    2.3.3.   Sensitivity Analysis, Scenario Development, and Decision Trees

2.4.   *General Management*

    2.4.1.   Integrating Functional Strategies into the Global Business Strategies

    2.4.2.   Management Policy and Processes

    2.4.3.   Society and Enterprise

2.5.   Strategic Management

    2.5.1.   Establish the Strategic Position: Mission, Vision and Values

    2.5.2.   Developing New Businesses

    2.5.3.   Growing and Consolidating Companies

2.6.   Competitive Strategy

    2.6.1.   Market Analysis

    2.6.2.   Sustainable Competitive Advantage

    2.6.3.   Return on Investment

2.7.   Corporate Strategy

    2.7.1.   *Driving Corporate Strategy*

    2.7.2.   *Pacing Corporate Strategy*

    2.7.3.   *Framing Corporate Strategy*

2.8.   Planning and Strategy

    2.8.1.   The Relevance of Strategic Direction in the Management Control Process

    2.8.2.   Analysis of the Environment and the Organization

    2.8.3.   *Lean Management*

Module 3. *Executive Coaching*

3.1. *Neuromanagement*

    3.1.1. Evolution, Brain Function, Survival, Values and Rewards

    3.1.2. Self-awareness and Sense of Pleasure

    3.1.3. Neurobiological Bases of Emotions, Empathy and Social Behaviors

    3.1.4. Cultures and values. Morality, Values and Executive Function

3.2. Neuroeconomics

    3.2.1. Value Measurement

    3.2.2. Evaluation, Risk and Decision Making

    3.2.3. Adaptation, Microeconomic Theory, Value and Market

3.3. *Managing One-Self*

    3.3.1. Search for Consistency

    3.3.2. Learning Towards Authenticity

    3.3.3. Social Values, Identity and Meaning of Life

3.4. Self-control and Self-efficacy

    3.4.1. *Mindfulness* and Homeostasis

    3.4.2. Personal Style of Relationship and Organizational Style

    3.4.3. Relational Efficiency Map

3.5. Improve Knowledge of Oneself

    3.5.1. Patterns of Behavior and Interpersonal Relationships

    3.5.2. Basic Areas of Behavior Common to All Persons

    3.5.3. Increase Personal and Interpersonal Effectiveness through Feedback and Reflection

3.6. Compatibility Study

    3.6.1. How Does Compatibility between People Affect Productivity

    3.6.2. Rigidity and teamwork

    3.6.3. Effectiveness of Work in Team Development Stages

With TECH you will study comfortably and easily, without having to leave your home"

04

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"

At TECH we use the Case Method

What should a professional do in a given situation? Throughout the program, students will face multiple simulated clinical cases, based on real patients, in which they will have to do research, establish hypotheses, and ultimately resolve the situation. There is an abundance of scientific evidence on the effectiveness of the method. Specialists learn better, faster, and more sustainably over time.

With TECH the psychologist experiences a way of learning that is shaking the foundations of traditional universities around the world.
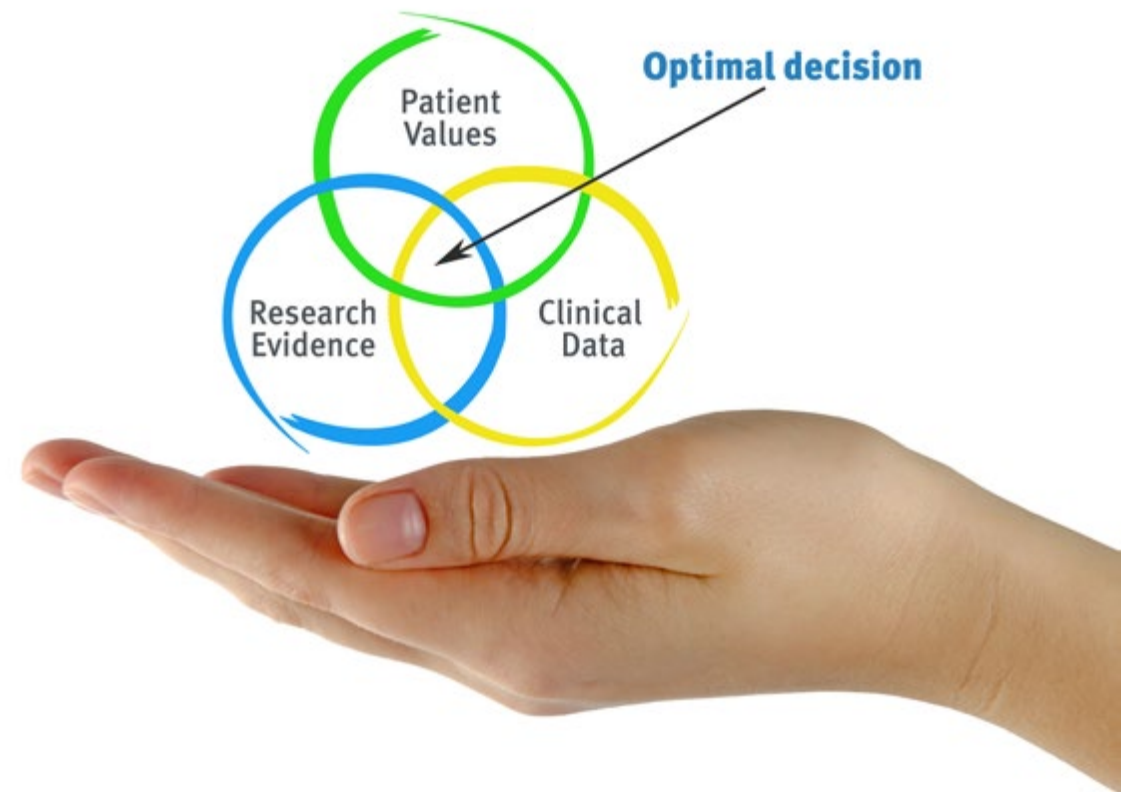
According to Dr. Gérvas, the clinical case is the annotated presentation of a patient, or group of patients, which becomes a "case", an example or model that illustrates some peculiar clinical component, either because of its teaching power or because of its uniqueness or rarity. It is essential that the case is based on current professional life, trying to recreate the real conditions in the psychologist's professional practice.

> *Did you know that this method was developed in 1912, at Harvard, for law students? The case method consisted of presenting students with real-life, complex situations for them to make decisions and justify their decisions on how to solve them. In 1924, Harvard adopted it as a standard teaching method"*

The effectiveness of the method is justified by four fundamental achievements:

1. Psychologists who follow this method not only master the assimilation of concepts, but also develop their mental capacity by means of exercises to evaluate real situations and apply their knowledge.

2. Learning is solidly translated into practical skills that allow the psychologist to better integrate knowledge into clinical practice.

3. Ideas and concepts are understood more efficiently, given that the example situations are based on real-life.

4. Students like to feel that the effort they put into their studies is worthwhile. This then translates into a greater interest in learning and more time dedicated to working on the course.

Relearning Methodology

At TECH we enhance the case method with the best 100% online teaching methodology available: Relearning.

Our university is the first in the world to combine the study of clinical cases with a 100% online learning system based on repetition, combining a minimum of 8 different elements in each lesson, which is a real revolution compared to the simple study and analysis of cases.

The psychologist will learn through real cases and by solving complex situations in simulated learning environments. These simulations are developed using state-of-the-art software to facilitate immersive learning.

01
learning from evidence

02
relearning from evidence

03
testing

04
learning from an expert

05
neurocognitive context dependent learning

06
Von-Restorff effect

07
case based learning through storytelling

08
competencies testing (retesting)

At the forefront of world teaching, the Relearning method has managed to improve the overall satisfaction levels of professionals who complete their studies, with respect to the quality indicators of the best online university (Columbia University).

This methodology has trained more than 150,000 psychologists with unprecedented success in all clinical specialties. Our pedagogical methodology is developed in a highly competitive environment, with a university student body with a strong socioeconomic profile and an average age of 43.5 years old.

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.

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.

The overall score obtained by our learning system is 8.01, according to the highest international standards.

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.

Latest Techniques and Procedures on Video

TECH introduces students to the latest techniques, to the latest educational advances, to the forefront of current psychology. All of this in direct contact with students and explained in detail so as to aid their assimilation and understanding. And best of all, you can watch the videos as many times as you like.

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".

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.

20%

15%

15%

3%

20%

17%

7%

3%

Expert-Led Case Studies and Case Analysis

Effective learning ought to be contextual. Therefore, TECH presents real cases in which the expert will guide students, focusing on and solving the different situations: a clear and direct way to achieve the highest degree of understanding.

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.

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.

Quick Action Guides

TECH offers the most relevant contents of the course in the form of worksheets or quick action guides. A synthetic, practical, and effective way to help students progress in their learning.

Certificate

The Postgraduate Diploma in Strategic Management of Human Resources guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Diploma issued by TECH Global University.

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

This program will allow you to obtain your **Postgraduate Diploma in Strategic Management of Human Resources** 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** title 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 Strategic Management of Human Resources**

Modality: **online**

Duration: **6 months**

Accreditation: **15 ECTS**

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

Postgraduate Diploma in Strategic Management of Human Resources

This is a program of 375 hours of duration equivalent to 15 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
Rector

This qualification must always be accompanied by the university degree issued by the competent authority to practice professionally in each country.　Unique TECH Code: AFWORD23S　techtitute.com/certificates

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*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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