



## Postgraduate Diploma Workplace Management

» Modality: online

» Duration: 6 months

» Certificate: TECH Technological University

» Dedication: 16h/week

» Schedule: at your own pace

» Exams: online

Target Group: Graduates, Diplomas or University Graduates, professionals in the field of Human Resources, relations employment and psychology, who want to deepen their knowledge in this field.

 $We b site: {\color{blue}www.techtitute.com/in/school-of-business/postgraduate-diploma/postgraduate-diploma-workplace-management} \\$ 

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# 01 **Welcome**

Today, organizations and companies of all sectors and sizes are fully aware of the importance of human capital to their success. Human Resources experts play a very important role because, through the specific actions they put into practice, they will be able to nurture the company with selection processes that attract, recruit and manage top-level professionals who will enhance the company's development. Being fully aware of this, TECH professionals have designed this complete program that aims to provide students with the necessary skills to perform a proper Workplace Management, which is the main asset to build a strong organization ready to take on challenges successfully.









## tech 08 | Why Study at TECH?

#### At TECH Technological University



#### **Innovation**

The university offers an online learning model that combines the latest educational technology with the most rigorous teaching methods. A unique method with the highest international recognition that will provide students with the keys to develop in a rapidly-evolving world, where innovation must be every entrepreneur's focus.

"Microsoft Europe Success Story", for integrating the innovative, interactive multi-video system.



#### The Highest Standards

Admissions criteria at TECH are not economic. Students don't need to make a large investment to study at this university. However, in order to obtain a qualification from TECH, the student's intelligence and ability will be tested to their limits. The institution's academic standards are exceptionally high...

95%

of TECH students successfully complete their studies



#### **Networking**

Professionals from countries all over the world attend TECH, allowing students to establish a large network of contacts that may prove useful to them in the future.

100,000+

200+

executives trained each year

different nationalities



#### **Empowerment**

Students will grow hand in hand with the best companies and highly regarded and influential professionals. TECH has developed strategic partnerships and a valuable network of contacts with major economic players in 7 continents.

500+

collaborative agreements with leading companies



#### **Talent**

This program is a unique initiative to allow students to showcase their talent in the business world. An opportunity that will allow them to voice their concerns and share their business vision.

After completing this program, TECH helps students show the world their talent.



#### **Multicultural Context**

While studying at TECH, students will enjoy a unique experience. Study in a multicultural context. In a program with a global vision, through which students can learn about the operating methods in different parts of the world, and gather the latest information that best adapts to their business idea.

TECH students represent more than 200 different nationalities.





#### Learn with the best

In the classroom, TECH's teaching staff discuss how they have achieved success in their companies, working in a real, lively, and dynamic context. Teachers who are fully committed to offering a quality specialization that will allow students to advance in their career and stand out in the business world.

Teachers representing 20 different nationalities.



At TECH, you will have access to the most rigorous and up-to-date case studies in the academic community"

## Why Study at TECH? | 09 tech

TECH strives for excellence and, to this end, boasts a series of characteristics that make this university unique:

#### **Analysis**

TECH explores the student's critical side, their ability to question things, their problem-solving skills, as well as their interpersonal skills.

#### **Academic Excellence**

TECH offers students the best online learning methodology. The university combines the Relearning method (a postgraduate learning methodology with the highest international rating) with the Case Study. A complex balance between tradition and state-of-the-art, within the context of the most demanding academic itinerary.

#### **Economy of Scale**

TECH is the world's largest online university. It currently boasts a portfolio of more than 10,000 university postgraduate programs. And in today's new economy, **volume + technology = a ground-breaking price**. This way, TECH ensures that studying is not as expensive for students as it would be at another university.





## tech 12 | Why Our Program?

This program will provide students with a multitude of professional and personal advantages, particularly the following:



#### A significant career boost

By studying at TECH, students will be able to take control of their future and develop their full potential. By completing this program, students will acquire the skills required to make a positive change in their career in a short period of time.

70% of participants achieve positive career development in less than 2 years.



## Develop a strategic and global vision of companies

TECH offers an in-depth overview of general management to understand how each decision affects each of the company's different functional areas.

Our global vision of companies will improve your strategic vision.



### Consolidate the student's senior management skills

Studying at TECH means opening the doors to a wide range of professional opportunities for students to position themselves as senior executives, with a broad vision of the international environment.

You will work on more than 100 real senior management cases.



#### Take on new responsibilities

The program will cover the latest trends, advances and strategies, so that students can carry out their professional work in a changing environment.

45% of graduates are promoted internally.



#### Access to a powerful network of contacts

TECH connects its students to maximize opportunities. Students with the same concerns and desire to grow. Therefore, partnerships, customers or suppliers can be shared.

You will find a network of contacts that will be instrumental for professional development.



#### Thoroughly develop business projects

Students will acquire a deep strategic vision that will help them develop their own project, taking into account the different areas in companies.

20% of our students develop their own business idea.



#### Improve soft skills and management skills

TECH helps students apply and develop the knowledge they have acquired, while improving their interpersonal skills in order to become leaders who make a difference.

Improve your communication and leadership skills and enhance your career.



#### Be part of an exclusive community

Students will be part of a community of elite executives, large companies, renowned institutions, and qualified professors from the most prestigious universities in the world: the TECH Technological University community.

We give you the opportunity to train with a team of world renowned teachers.





## tech 16 | Objectives

TECH makes the goals of their students their own goals too. Working together to achieve them.

This **Postgraduate Diploma in Workplace Management** prepares the student to:



Understand strategies Effectives for planning and managing Human Resources department projects



Acquire knowledge of the New Human Resources Policies in the Digital Era



Understanding the right ways to design a new job

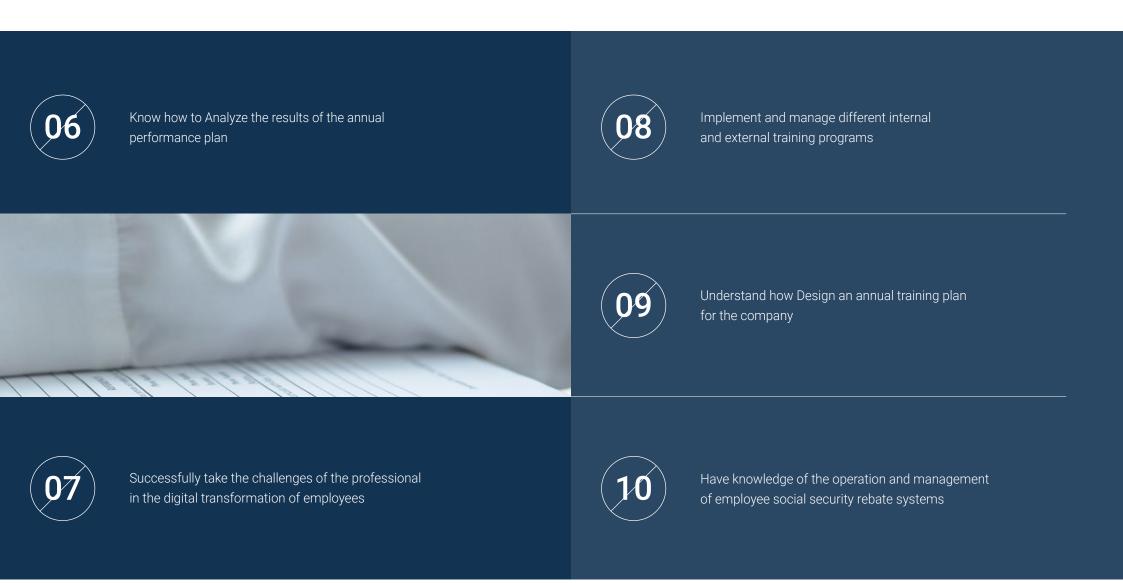




Know how to perform audits in this field



Know how to prepare an annual performance plan according to the organization within the scope of labor policies and equality at work





Understand strategies for planning and managing Human Resources department projects



Analyze the results of the annual performance plan



Understand the process and need for audits in this field





Describe the new Human Resources policies in the digital era, through performance evaluation scales and observation techniques



Determine the legal regulations applicable to continuing vocational training for employment



Manage different internal and external training programs



Apply different techniques for performance assessment and business engagement in digital projects





Recognize the challenges of the professional in the digital transformation of employees



Manage the employee social security bonus systems



Make the most of your employees' talents and preparing your company for technological change





## tech 22 | Structure and Content

#### **Syllabus**

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 the right people are hired, the correct development of the tasks and duties to be covered can be promoted and, therefore, the best possible functioning of the organization will be ensured. It is here where the Human Resources professional comes into play and acquires a fundamental role, since their plans and selection processes will be a direct asset for the development of the company.

For all these reasons, TECH teachers have designed this Postgraduate Diploma that will provide students with the skills that will enable them to design and implement Talent Management plans in the workplace. All this, in addition to revaluing the student's professional profile, will turn him/her into an invaluable asset in companies, since companies that are unable to retain high-level personnel will not achieve their objectives.

Thus, through this program, professionals will learn to carry out an effective management that seeks to develop, plan and coordinate strategies that allow them to search for, select and retain all those professionals who, due to their talent, are a great asset to the organization. This task, especially designed for the area of HR Management and Administration, will be carried out by the HR Department. The HR program, which will be discussed in depth during the experience, will organize and maximize the performance of people in companies, improving their productivity.

This very complete training could not leave aside one of the aspects that most concerns today's corporations: digital transformation. On it, the program will teach professionals to apply different techniques of performance evaluation and business engagement of business talent within digital projects, recognizing the challenges of digital transformation of employees and making the most of the talent of workers. All this while preparing your company for technological change.

This program takes place over 6 months and is divided into 4 modules:

Module 1. RR Strategic Management and Administration. Resources

Module 2. Performance Management and Compensation Policy

Module 3. Management and Management of In-Company Training

Module 4. Talent Development in the Digital Age



## Where, When and How is it Taught?

TECH offers the possibility of developing this Postgraduate Diploma in Workplace Management completely online. Throughout the 6 months of the educational program, you will be able to access all the contents of this program at any time, allowing you to self-manage your study time.

A unique, key, and decisive educational experience to boost your professional development and make the definitive leap.

## tech 24 | Structure and Content

Resources Metrics Measurements

#### Module 1. RR Strategic Management and Administration. Resources 1.1. Strategic Thinking and Systems 1.2. Human Resources Department 1.3. Strategic Organizational Design 1.4. Job Design, Recruitment, Project Planning and Management and Selection Business Partners Model 1.1.1. The Company as a System 1.1.2. Strategic Thinking Derived from 1.3.2. Share Services 1.2.1. Keys to the Design and 1.4.1. Training and Career Development Corporate Culture 1.3.3. Outsourcing Implementation of a Balanced 1.4.2. Strategic Approach to People Management 1.1.3. The Strategic Approach from a 1.4.3. Design and Implementation of Scorecard People Management Perspective Personnel Policies and Practices 1.2.2. Workforce Sizing and Planning 1.2.3. Supporting Operations: Personnel Policies 1.7. Auditing and Control of Human 1.5. HR Analytics 1.6. Strategic Leadership Resources Management 1.5.1. Big Data and Business Intelligence (BI) 1.6.1. Leadership Models 1.5.2. Human Resources Data Analysis 1.6.2. Coaching 1.7.1. Reasons for the Audit of Human and Modeling 1.6.3. Mentoring Resources management 1.5.3. Design and Development of Human 1.6.4. Transformational Leadership 1.7.2. Data Collection and Analysis Tools

1.7.3. Audit Report

<ul><li>2.1.3.</li><li>2.1.4.</li><li>2.1.5.</li></ul>	Professional Performance Digital Transformation in Companies New Human Resources Policies in the Digital Era New Work Environments	2.2. 2.2.1. 2.2.2. 2.2.3.	The Performance Management Cycle New Work Environments Phases of the Performance Management Cycle Models in Work Systems	2.3. 2.3.1. 2.3.2. 2.3.3. 2.3.4.	Performance Planning Initial Design of the Performance Evaluation: Company Analysis Setting Individual and Group Objectives Performance Metrics Competency-Based Evaluation Systems	2.4. 2.4.1. 2.4.2. 2.4.3.	Mechanisms: Observation, Coaching and Feedback Techniques.
2.5. 2.5.1. 2.5.2. 2.5.3.	Parameters of Excellence	2.6.1. 2.6.2. 2.6.3.	Underperformance Management Observation Techniques Incentive Motivation and Coaching Methodologies Recovery Plan	2.7. 2.7.1. 2.7.2. 2.7.3. 2.7.4.	Remuneration Policy Regulation of Work and Remuneration Establishment of the General Compensation System Variable Remuneration Control Systems		Legal and Labor Aspects of Remuneration Legal Framework Application
2.9.	Annual Planning of Performance Plans Design and Development of an Annual	2.10.1	Additional Compensation Aspects  Pension Plans Other Special Situations				

## tech 26 | Structure and Content

Module 3. Management and Management of In-Company Training								
<b>3.1.</b> 3.1.1. 3.1.2.	In-Company Training Training Concept, Objectives and Actors Training as an Element of Business Strategy	<b>3.2.</b> 3.2.1. 3.2.2.	Training Planning Element of Training Planning Budget Management	<b>3.3.</b> 3.3.1. 3.3.2. 3.3.3.	Assessment of Training Needs Detection of DNC Training Needs Techniques and Data Collection Analysis and Valuation	3.4.1. 3.4.2. 3.4.3.	Training Methods In-Office Training Out-of-Office Training Training in Digital Environments: e-Learning Blended Training	
3.5. 3.5.1. 3.5.2. 3.5.3.	Design and Programming of Training Activities Concept of Design and Programming of Training Activities Definition of the Objective and Contents of the Training Activities Methodology of Teaching in Training Activities	3.6. 3.6.1. 3.6.2. 3.6.3. 3.6.4.	The Dual Education System Origin of Dual Training and Reference Countries Labor Aspects of the Dual Training Context Training Aspects of the Dual Training Context Perspectives and Evolution of Dual Training	<b>3.7.</b> 3.7.1. 3.7.2. 3.7.3.	Legal Framework for Training Art. 123 Federal Labor Law Collective Bargaining Agreements	3.8.1. 3.8.2.	The Cost of Training in the Organization  Direct Training Costs Indirect Training Costs The Economic Impact of Proper Training in the Company	
3.9.1. 3.9.2. 3.9.3.	In-House Training Inspections and Audits Government Inspections External Audits Risks in Case of Non-Compliance	3.10.1	Highly Specialized Training  . High-Risk Positions  . Special Training Programs					

Module 4. Talent Development in the Digital Age							
<b>4.1.</b> 4.1.1. 4.1.2. 4.1.3.	Resources Communication Management in the Digital Age Talent in the 21st Century: Motivational Designs and Learning Agility	<b>4.2.</b> 4.2.1. 4.2.2.	Managing Human Capital Human Capital Concept Management Strategy	<b>4.3.</b> 4.3.1. 4.3.2.	Innovation and Talent Management Contextualization of Talent Process of Talent Management	<b>4.4.</b> 4.4.1. 4.4.2.	Knowledge and Talent Management Attitudes, Values and Beliefs Engagement Management and Corporate Culture
<b>4.5.</b> 4.5.1. 4.5.2. 4.5.3.	Resources Professionals	4.6.2. 4.6.3. 4.6.4.	Work Performance Management in Digital Ecosystems Competencies 3.0 for Work in the Digital Age Digital Project Management Coordination of Virtual Work Teams Growth Management: Leading Competent Teams Mentoring and Collaborative Learning	<b>4.7.</b> 4.7.1. 4.7.2.	Motivation in the Digital Era  Motivation and Job Satisfaction, Contextualization New Work Motivation Systems: Gamification	<b>4.8.</b> 4.8.1. 4.8.2.	Compensation and Non-Economic Benefits Basic Aspects of Remuneration Policies Remuneration in Kind Systems
<b>4.9.</b> 4.9.1. 4.9.2. 4.9.3.	3	4.10.1	Environment and Metric Strategy  Contextualization  Measurement and Monitoring				



Incorporate into your knowledge the most innovative approaches the most innovative approaches in Talent Management and begin to practice in this exciting field"



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.





## tech 30 | Methodology

## TECH Business School uses the 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.





This program prepares you to face business challenges in uncertain environments and achieve business success.



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

#### A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch to present executives with challenges and business decisions at the highest level, whether at the national or international level. 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 business reality is taken into account.



You will learn, through collaborative activities and real cases, how to solve complex situations in real business environments"

The case method has been the most widely used learning system among the world's leading business 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 we face in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They must integrate all their knowledge, research, argue and defend their ideas and decisions.

## tech 32 | Methodology

### 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.

Our online system will allow you to organize your time and learning pace, adapting it to your schedule. You will be able to access the contents from any device with an internet connection.

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 online business school is the only one in the world licensed to incorporate 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.



### Methodology | 33 tech

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. With this methodology we have 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, markets, and financial 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 specialization, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation to 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.



#### **Management Skills Exercises**

They will carry out activities to develop specific executive competencies in each thematic area. Practices and dynamics to acquire and develop the skills and abilities that a high-level manager needs to develop in the context of the globalization we live in.



#### **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.





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 senior management 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.

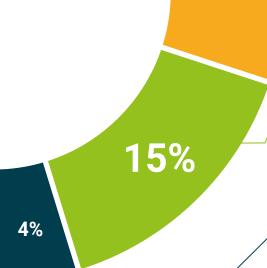


This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".

#### **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.

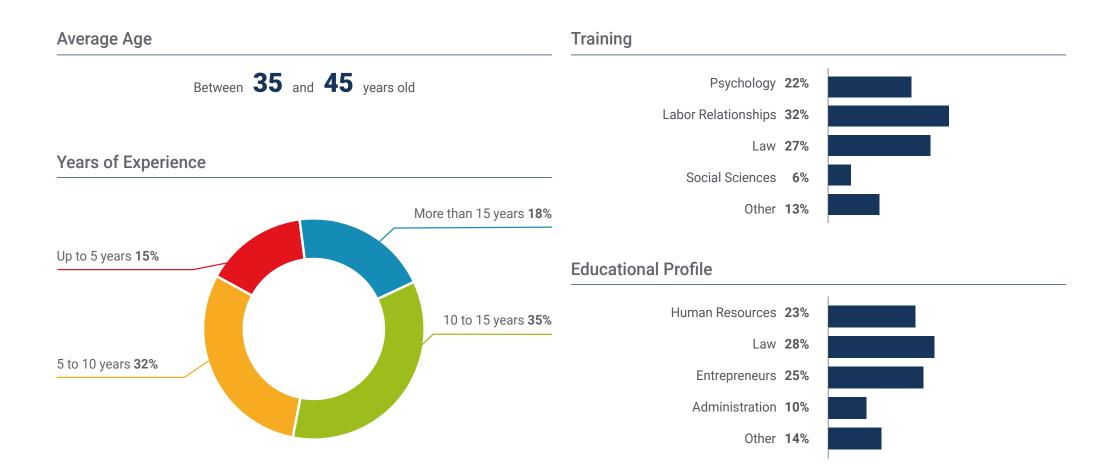




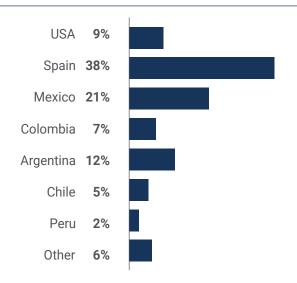
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### **Geographical Distribution**





# Santiago Sánchez

Marketing Manager and union representative

"As a union representative in the company where I work, I feel it is absolutely necessary to be properly informed in order to be able to make a more complete defense of my rights and those of my colleagues. With this program, I have achieved what I was looking for and I am now in a much more comfortable position when it comes to doing my job"





# Are you ready to take the leap? Excellent professional development awaits you.

With this qualification, students will be able to advance drastically in their profession, although there is no doubt that, in order to do so, they will have to make an investment in different areas, such as economic, professional and personal.

However, the goal is to improve in your professional life and, to do so, it is necessary to fight.

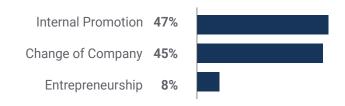
Thanks to this program, you will receive a large number of job offers with which you will be able to start your professional growth.

Improve your Human Resources management skills and retain talent in your organization.

#### **Time of Change**



#### Type of change



## Salary increase

This program represents a salary increase of more than 25.22% for our students

\$32,900

A salary increase of

25.22%

\$41,200





## tech 46 | Benefits for Your Company

Developing and retaining talent in companies is the best long-term investment.



#### **Intellectual Capital and Talent Growth**

Managers will bring to the company new concepts, strategies and perspectives that can bring about significant changes in the organization.



# Retaining high-potential executives to avoid talent drain

This program strengthens the link between the company and the executive and opens new avenues for professional growth within the company.



### **Building agents of change**

The directors They will be able to make decisions in times of uncertainty and crisis, helping the organization to overcome obstacles.



### Increased international expansion possibilities

Thanks to this program, the students will come into contact with the main markets in the world economy.





## **Project Development**

The executive can work on a real project or develop new projects.



### Increased competitiveness

This Postgraduate Diploma will equip students with the skills to take on new challenges and drive the organization forward.







## tech 50 | Certificate

This **Postgraduate Diploma in Workspace Management** contains the most complete and up-to-date program on the market.

After the student has passed the assessments, they will receive their corresponding **Postgraduate Diploma** issued by **TECH Technological University** via tracked delivery\*.

The certificate issued by **TECH Technological University** will reflect the qualification obtained in the Postgraduate Diploma, and meets the requirements commonly demanded by labor exchanges, competitive examinations, and professional career evaluation committees.

Title: **Postgraduate Diploma in Workplace Management**Official N° of Hours: **600 h.** 



<sup>\*</sup>Apostille Convention. In the event that the student wishes to have their paper certificate issued with an apostille, TECH EDUCATION will make the necessary arrangements to obtain it, at an additional cost.



## Postgraduate Diploma Workplace Management

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» Duration: 6 months

» Certificate: TECH Technological University

» Dedication: 16h/week

» Schedule: at your own pace

» Exams: online

