

HUMAN RESOURCE MANAGEMENT

HUMAN CAPITAL MANAGEMENT CERTIFICATION (HCMC)

Durasi: **13 hari** (104 jam) | Duration: **13 days** (104 hours)

Menjawab Masalah Apa?

Program HCMC (Human Capital Management Certification) adalah pelatihan terpadu mengenai Human Capital (HC) yang menggunakan konsep kompetensi sebagai basis pengembangan manusia di organisasi. Program HCM dirancang untuk memberikan pengetahuan dan keterampilan praktis pengelolaan sumber daya manusia. Keseluruhan pengelolaan tersebut harus menjadi bagian yang terintegrasi dengan visi dan misi perusahaan.

Pengetahuan dan keterampilan yang diberikan dalam program ini akan sangat membantu peserta meningkatkan keahliannya dalam pengelolaan Human Capital dengan pengukuran yang kuantitatif.

Program HCM ditujukan untuk para praktisi terutama level manajerial yang siap menghadapi tantangan pengelolaan Sumber Daya Manusia dengan basis kompetensi, siap untuk mengelola aplikasi sistem yang terkait dengan Human Capital dan siap mengambil bagian dari pencapaian tantangan visi dan misi perusahaan di masa yang akan datang.

Kelebihan dari program HCMC ini adalah sifatnya yang aplikatif, berorientasi pada "How To" dan "Action Learning", menggunakan kasus yang komprehensif, dan adanya penugasan yang memberikan kesempatan pada peserta untuk mengimplementasikan secara langsung konsep yang telah diperoleh di kelas dengan praktek di lapangan (tempat kerja di perusahaan).

Tunggu apa lagi? Dapatkan ilmunya dalam program ini dan aplikasikan di perusahaan maupun organisasi untuk memantapkan peran HC sebagai mitra strategis demi peningkatan kinerja organisasi.

Manfaat Apa yang Anda Peroleh ?

Setelah selesai mengikuti program ini, peserta diharapkan mampu:

- Menjelaskan kerangka kerja HCM secara umum dan sistem yang ada di dalamnya
- Mengevaluasi praktek manajemen SDM dengan menggunakan perspektif Human Capital
- Memberikan pengalaman implementasi HCM dalam konteks yang relevan dengan kebutuhan organisasi.

Problems to Be Addressed

HCMC (Human Capital Management Certification) Program is an integrated training on Human Capital (HC) which is using competency as the basis of human development in organization. This program is designed to provide you with the knowledge and practical skill in managing human resources. The human capital managing process should be an integrated part of the vision and mission of the company.

The knowledge and skill provided in this training will help participants increase their expertise in Human Capital with quantitative result measurement.

HCM Program is for practitioners, especially at managerial level who are ready to address the challenge in Competency Based Human Resources Management, ready to manage the application of system related with Human Capital and ready to take part in achieving the company vision and mission.

The advantage of HCMC Program is that it is applicable to the daily task, with the orientation to the terminology of "How To" and "Action Learning", using comprehensive case studies, and there are project assignments that offer the opportunity for participants to implement directly, the concept of learning that has been acquired in class, by applying it within the working place unit.

Join this program, get the knowledge and skill, and apply them in your organization for fostering HC role as strategic partner to increase organization performance.

Objective

Having attended this program, the participants are expected to be able to:

- *Explain the frame work of HCM in general and system that exist within HCM*
- *Evaluate HR management practices by using Human Capital perspective*
- *Offer HCM implementation experiences within the context that relevant to the organization needs*

Apa Saja Yang Dibahas?

Modul 1 : Aligning HCM Strategy & Corporate Strategy

- Human Capital Management Overview
- Competency Model (People Model)
- Human Capital Management Strategy
- Human Capital Organization & Alignment

Modul 2 : Acquiring & Developing the Right Employees

- Human Capital Planning
- Recruitment & Selection
- Human Capital Development

Modul 3 : Retaining the Best Employee

- Career & Succession Management
- Performance Management
- Remuneration Management

Modul 4 : Increasing Employee Engagement

- Engagement
- Employee & Industrial Relations
- Action Learning Preparation

Siapa yang Perlu Ikut

- Senior Manajer SDM
- Manajer SDM
- Supervisor SDM dengan pengalaman minimal 2 tahun di bidangnya

Catatan

- Peserta sudah pernah mengikuti program pelatihan “Human Resources Management” dan/atau memiliki pengalaman kerja minimal 2 tahun di bidang Manajemen SDM
- Peserta sangat diharapkan untuk mengikuti semua modul agar mendapatkan sertifikasi HCMC secara lengkap:
 - Peserta yang ikut seluruh modul (HCMC 1, 2, 3, & 4) & program Project Assignment (PA) akan mendapatkan sertifikasi HCMC
 - Peserta yang hanya ikut per modul hanya akan memperoleh sertifikasi dari modul yang diikuti. Persyaratan untuk peserta yang ikut per modul adalah WAJIB MENGAMBIL MODUL KE-1 karena merupakan dasar bagi modul lainnya

Subject Covered

Modul 1 : Aligning HCM Strategy & Corporate Strategy

- *Human Capital Management Overview*
- *Competency Model (People Model)*
- *Human Capital Management Strategy*
- *Human Capital Organization & Alignment*

Modul 2 : Acquiring & Developing the Right Employees

- *Human Capital Planning*
- *Recruitment & Selection*
- *Human Capital Development*

Modul 3 : Retaining the Best Employee

- *Career & Succession Management*
- *Performance Management*
- *Remuneration Management*

Modul 4 : Increasing Employee Engagement

- *Engagement*
- *Employee & Industrial Relations*
- *Action Learning Preparation*

Who Should Attend

- *HR Senior Manager*
- *HR Manager*
- *HR Supervisor with 2 years experience in human resources management*

Notes

- *Participants should have attended training programs on “Human Resources Management”, “Competency Based Human Resources Management,” and/or have at least two years experience in Human Resource Management*
- *Participants are expected to attend all modules as to acquire a complete HCMC Certificate:*
 - *Participants who attend all modules will be receiving HCM Certification*
 - *Participants who attend as per module, will only be receiving certificates from particular module. Requirement for participants to participate as per module, they MUST ATTEND MODULE 1, it serves as base for subsequent modules*

- Kelas per modul hanya akan dijalankan bila kepesertaan mencapai minimal 10 orang
- Program Project Assignment (PA) berlangsung selama kurang lebih 3 bulan. PA terdiri dari 2 kali coaching masing-masing 1 jam untuk setiap coaching dan diakhiri dengan presentasi akhir untuk masing-masing peserta. Peserta diberikan kesempatan sampai dengan 2 kali penjadwalan ulang untuk coaching. Jika tidak, peserta dinyatakan selesai hanya sampai pada program in-class.
- Class per module will only be conducted if participants have reached a minimum of 10 persons
- Project assignment (PA) will be held during 3 months. PA consist of 2 coaching sessions, 1 hour for each session and ended with final project presentations from each participant. Each participant has an opportunity up to 2 times to reschedule coaching sessions. If the participant cannot fulfill this PA, he/she is declared finish the program until the in-class program

Full HCMC modules IDR 22.000.000

Per module see Schedule of PPM Executive Development Program 2020

Modul 1 : Aligning HCM Strategy & Corporate Strategy



Modul 2 : Acquiring & Developing the Right Employees



Modul 3 : Retaining the Best Employee



Modul 4 : Increasing Employee Engagement

