



TRAINING OPPORTUNITY WITH MEDICAM “PRACTICAL HUMAN RESOURCE MANAGEMENT”

Date: 23rd-27th November, 2009
Venue: Kampong Cham Province

RECOGNIZED CERTIFICATE UP ON COMPLETION

GENERAL OBJECTIVES OF THE COURSE

Human Resource Management (HRM) is a distinctive approach to managing people both domestically and globally. People make an organization function efficiently and yet they cause the greatest difficulties. Indeed, for most of us interaction with people provides much of any jobs challenge and satisfaction. It follows that success, or even survival, in Business Company or Organization are requires an understanding of people management.

Added to such importance value, MEDiCAM is now playing the critical role in developing organizational capacity both performance and management capacities of LINGO/CBO Members who are working to strengthening health system in Cambodia. And now MEDiCAM is looking for the interest applicants to attend in the training course on *“Practical Human Resources Management”*. This course is intended to provide the basic theory and practice of human resource management and is introductory in nature and descriptive and broad in focus. This training course will focus on building the critical understanding on of how HRM practices/functions and/or technique can contribute to organizational to perform efficiently and effectively in order to obtain a competitive advantage.

COURSE CONTENTS

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| 1. Introduction, Definition, Purposes, Challenges, Role and Competencies of HRM | 6. Employee Orientation, Training and Development Strategies Performance Management Strategies |
| 2. Strategic Human Resource Management (SHRM) | 8. Employee Compensation and Benefit |
| 3. The Analysis and Design of Work | 9. Managing Employee Discipline and Industrial Relations |
| 4. Employee Recruitment, Selection and Equal Employment Opportunity | 10. Employee Safety and Healthy |
| 5. Human Resource Planning (HRP) | 11. Emerging Issues and Future Challenges in Human Resources Management |

TARGET PARTICIPANTS

This training course is eligible for participants who are a staff member of NGO/CBO members and other networks. **Maximum: 25 participants**

THIS TRAINING IS SUPPORTED BY GLOBAL FUND ROUND-7

The tuition fee is **Zero US Dollar (\$ 0)**, MEDiCAM will cover tuition fee and accommodation (share room) for participants from outside Kampong Cham Province. For transportation & meals during the training should be covered by your own organization.

Deadline for application: 13rd November 2009 (One week in advance)

For further information and application forms please contact: **Mr. Mak Chamroeun**, Organizational Development Trainer/Coach |MEDiCAM| by Telephone: 015 55 50 58/012 50 42 35 or E-mail: TC@medicam-cambodia.org or **Dr. Chengli Buntly**, MECB Manager E-mail: mecb@medicam-cambodia.org or Tel: 023 880 291.



Note: Extensive experiences guest speakers will be invited to share experience on real practice of HRM during the course!