



LUMS

Rausing Executive  
Development Centre

A photograph of a large, multi-story brick building with a curved facade, set against a clear blue sky. In the foreground, there is a lush garden with vibrant pink and purple flowers and green foliage. A semi-transparent grey box is overlaid on the left side of the image, containing the title text.

# BUILDING BLOCKS OF HUMAN RESOURCE MANAGEMENT

September 8 - 11, 2020

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## BUILDING BLOCKS OF HUMAN RESOURCE MANAGEMENT

***Building Blocks of Human Resource Management*** is a rigorous 4-day programme during which HR professionals develop an understanding of the fundamental and critical building blocks of a performance-driven human resource management system.

This programme enhances your knowledge of the HR function and related processes while building practical and demonstrable skills required to manage HR both at the departmental and organisational level. You get a chance to connect the role of HR processes with performance, results and value creation for the organisational success. The programme exposes you to the core tools and techniques which effectively contributes in generating value in you as a HR professional. Working in small groups on HR Project and HR simulation provides hands-on experience to develop performance driven HR systems and implement best HR practices.

### PROGRAMME BENEFITS

The programme focuses on conceptual and practical aspects of HR function. Through a blended approach using case studies, experiential learning simulations, and HR projects, you will get insights on;

- Creating value through main HR functions such as job analysis, recruitment and selection, performance management etc.
- Developing skills and competencies required to lead an effective HR function with an expanded role in the organisation
- Managing the linkages and consistencies between different HR functions
- Enhancing HR decision making skills in different situations and contexts and linking them to organisational performance
- Developing capabilities to implement effective HR systems
- Modern trends and issues in managing HR

Programme Date:	September 8 - 11, 2020
Programme Fee:	PKR 100,000
Residential Fee:	PKR 48,000
Venue:	Rausing Executive Development Centre, LUMS

### WHO SHOULD ATTEND

The programme is designed for HR Business Partners, Human Resource professionals and executives who are looking to move into HR function, Line Managers and Unit Heads who manage their own HR function.

*“REDC has been a great learning experience; it is not only a great networking opportunity but also gives insights about how HRM is managed in other organisations. Happy to be a part of it”*

Mariam Masood  
Center for Economic Research in Pakistan

### PROGRAMME COVERAGE

The programme coverage includes:

- Role of HR in organisations
  - Job analysis and design
  - Recruitment and selection
  - Performance appraisal systems and processes including feedback
  - Training and development
  - Contemporary topics in HR: Balance scorecard, HRIS, ROI on HR, and managing HR in economic downturn
  - Hands-on experience with HR Simulation to implement best HR Practices
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## ***PROGRAMME DIRECTORS***

### ***MUHAMMAD ABDUR RAHMAN MALIK***

Assistant Professor

PhD, Lahore University of Management Sciences

DBM, Lahore University of Management Sciences

BE, University of Engineering & Technology, Lahore

#### **Research Interests:**

Organisational Behaviour and HRM; Creativity; Motivation;

Performance Management Systems

### ***JAWAD SYED***

Professor

PhD, Macquarie University Academic FCIPD

#### **Research Interests:**

Race & Diversity in Organisations; International HRM; Business Ethics  
and Organisational Knowledge

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## TERMS AND CONDITIONS

### ADMISSION PROCESS

Applications will be screened with regard to their suitability for the programme. Kindly ensure the submission of your online application by the deadline. Our online application form is available at <https://redc.lums.edu.pk/program-calendar>

*\*Seat in the programme will be reserved on a first-come, first-served basis.*

### PROGRAMME FEE

The fee includes tuition cost, reading material, tea and lunch served during the programme. If you wish to avail accommodation at LUMS, there will be additional fee. It includes accommodation, breakfasts and dinners for the duration of the programme. However, any extra charges such as telephones, extra meals etc. should be paid on departure. You may check-in on the evening preceding the start date of the programme and check-out the morning after the programme ends. You are, however, requested to inform us of the time of your arrival and departure.

### ACCOMMODATION

We offer single bed accommodation at the Rausing Executive Centre. Each bedroom with attached bathroom is equipped with mini-fridge, writing desk and direct dial STD/ISD telephone and cable TV. All bedrooms at REC are internet-ready. *Please note we do not provide accommodation for drivers accompanying participants.*

### PAYMENT

Payment is due upon receipt of the acceptance letter along with the invoice. Please ensure that the payment reaches the office BEFORE the start of the programme. Space in the programme may only be ensured after we receive the fee.

Our preferred mode of payment is by cheque/banker's draft payable to Lahore University of Management Sciences. However, the programme fee can also be paid via bank transfer. Please send the cheque to:

Marketing Manager  
Rausing Executive Development Centre  
Lahore University of Management Sciences  
Sector "U", DHA, Lahore Cantt. Lahore - 54792  
Tel: +92-42-35608119-8243

*\*LUMS is a not-for-profit organisation under the Income Tax Ordinance 2001. Accordingly, the income of LUMS is not tax deductible/collectable.*

### DISCOUNT POLICY

If more than two executives from the same organisation participate (up to a group size of 5 participants), each additional participant after the first two gets a 20% discount on the programme fee.

### SUBSTITUTES/TRANSFERS AND REFUNDS

If you are unable to attend a registered course, we will accept a substitute until 2 working days before the programme. Substitute candidates will be subject to the same selection process as the original one. If you wish to cancel your name from a programme, please notify in writing or on call at least 5 working days before the programme. In case of late cancellation, course fee will be refunded after deducting an application processing fee of PKR 20,000.

It is possible to transfer deposited fee to any open enrolment programme within 3 years. Transfers should be notified at least 5 working days before the programme. In case the participant or sponsoring organisation fails to utilise the funds within 3 years, the deposited fee will be forfeited.

**Note:** *REDC may cancel or postpone a programme due to insufficient enrolment or unforeseen circumstances. In this case, university will refund registration fee but will not be responsible for any other related charges/expenses including cancellation/change charges by airline and travel agencies.*

*In case of postponement, the fee may be transferred to the rescheduled offering of that programme or any other programme as an alternate to refund. The University reserves the right to make changes in its programme policies and fees at any time.*

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