



**PAN
AFRICAN**
Learning and Growth Network

HR AUDIT AND RISK MANAGEMENT WORKSHOP

**EKHAYA
LUXURY RESORT**
MANGOCHI, MALAWI.

FROM
8:00
TILL 4PM

5-7
FEB. 2025

REGISTRATION FEES
MK1,200,000
PER PERSON I VAT EXCL.



BE IN TOUCH

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OVERVIEW

HR Audit Course ensures that your business is compliant with ever-changing rules and regulations related to human resources policies and is utilizing best practices to maintain or improve competitive advantage. An important component of the human resources function is risk management and conducting an HR audit ensures that human resources is compliant and managing risk effectively - in other words, doing its job and providing people risk management for the organization. An HR audit gives you a picture of the value of HR to the organization; where the function excels and where effectiveness can be improved.

HR best practices suggest regular audits to assist with the continual improvement of the services you provide to employees. Small and Large businesses benefit tremendously from HR audits - they ensure the company is on the right track as it grows and adds employees to its staff. Benefits administration, payroll processing and conflict resolution are among the many internal customer services that HR should regularly monitor.

The quality of services rendered to your organization's internal customers - its employees - affects job satisfaction, morale and engagement, all of which are intangible factors that ultimately affect your company's profitability. An audit is important for ensuring that your HR department meets the needs of employees and maintains service level standards that affect your bottom line.

OBJECTIVES AND BENEFITS OF THE HUMAN RESOURCE AUDIT PROGRAM

- This course reminds members of the HR department and others of its contribution, creating a more professional image of the department among managers and specialists.
- The HR audit course helps clarify the department's role and leads to greater uniformity, especially in the geographically scattered and decentralized HR function of large organisations. Perhaps most important, it finds problems and ensures compliance with a variety of laws and strategic plans in an organization.
- Identifies the contribution of the Human Resources department to the organization
- Improves the professional image of the Human Resources department.
- Encourages greater responsibility and professionalism among members of the Human Resources department.
- Clarifies the HR department's duties and responsibilities.
- Stimulates uniformity of HR policies and practices.
- Finds critical HR problems.
- Ensures timely compliance with legal requirements.
- Reduces human resource costs through more effective Human Resource procedures.
- Creates increased acceptance of needed change in the Human Resources department.
- Requires thorough review of the Human Resources department's information system.

COURSE FACILITATOR



ROSE NHAMO

Seasoned HR and Strategy Specialist, HR Auditor with vast experience at Strategic Level across all sectors in Zimbabwe and in the region. Rose is certified HR Auditor with SABPP and sits on a number of Boards for listed companies and NGO sector and is Board Chairperson for Tropical Reunion Insurance as well as a Past President of IPMZ. Passionate about Capacity Development and People Management. Has presented papers on HR in various countries and is a Labor Expert and Arbitrator.

WHO SHOULD ATTEND?

This course is designed to be relevant to all HR Professionals and Internal Auditors from every business sector and for delegates with varying levels of practical experience. It is of most relevance to those who are about to audit people risk, HRM activity or the HR function, or who need to know more about these activities.

WHAT WILL I LEARN?

This course will help you provide effective, professional insight and internal audit assurance over people risks and HRM.

- Understand the role and importance of a modern HR function and how it should support the achievement of organizational objectives
- Recognize the objectives of HR and its key strategic activities, including organizational design, resourcing and talent management, learning and development, performance and reward, employee engagement, etc.
- Identify and assess risk and appropriate mitigation associated with the HR function from an internal audit perspective
- Deliver professional insight and internal audit assurance over HR and its service delivery
- Access additional resources to help you audit HR in your organization more effectively.

COURSE OUTLINE

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CONTACT US

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