

# HUMAN RESOURCES MANAGEMENT CERTIFICATE

## Program Description

Whether you're a generalist, specialist or new to the world of human resources, there are core competencies that every HR professional should know. A Certificate in Human Resources Management gives you the foundation needed for a successful career by providing ways for you to align your HR department to your organization's goals. The 9 courses within the program are result-oriented and practical, with real-world examples and exercises. By the end of the human resources management certificate, you will have the skills necessary to develop and implement successful HR practices that will help your organization improve its performance through better overall people management. Human resources management topics covered in the program include compensation, labor relations, driving engagement, training and development, employee performance, and more.

## Key Takeaways

- Train managers on how to deliver effective performance feedback, rate employees accurately, and mitigate legal risk
- Recognize and apply elements of the Total Rewards Framework
- Analyze labor relations environments, understanding regulatory and organizational elements and how they affect relationships between management, unions and employees
- Identify effective planning, recruitment, and selection practices to align selection and staffing strategies with business strategies
- Diagnose root causes of suboptimal levels of engagement among different employee groups and identify hypotheses about appropriate solutions
- Choose training methods, technologies and content that are appropriate for the learner population
- Recognize unconscious bias and how it affects the way that people perceive, evaluate, and react to others
- Launch an internal consulting relationship based on a written or verbal contract

## What You'll Earn

- Human Resources Management Certificate from Cornell ILR School
- 72 Professional Development Hours (7.2 CEUs)
- 54 Continuing Education Units (CEUs) toward PHR recertification
- 54 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification

## Who Should Enroll

- Global professionals from for-profits, NGOs, and governmental agencies
- Line-level HR professionals with 0-5 years experience
- Aspiring HR professionals

## Total Investment

- 4.5 months to complete all the courses

## How to Enroll

For more information on how to enroll, please visit Human Resources Management Certificate (<https://ecornell.cornell.edu/certificates/human-resources/human-resources-management/>).

## Courses

Code	Title	Hours
eCornell ILRHR521	Aligning Employee Performance with Organizational Goals	0
eCornell ILRHR522	Total Rewards Compensation	0
eCornell ILRHR523	Navigating Labor Relations	0
eCornell ILRHR524	Facilitating Staffing Decisions	0
eCornell ILRHR525	Driving Engagement for HR	0
eCornell ILRHR526	Employee Training and Development	0
eCornell ILRHR527	Countering Bias in the Workplace for HR	0
eCornell ILRHR528	Fostering a Coaching Culture	0
eCornell ILRHR529	Consulting Skills for Internal HR	0