

C.13.	Human Resources Management	
Face-to-face training session		3 days 7 to 9 April 2021

▪ **OBJECTIVE:**

Analyse the HR challenges of a company's strategy, and identify all the HR policies to be implemented to support the evolution of an activity.

▪ **CONTENT:**

The stakes, the organization, and the professions of the "Human Resources Management" function, Social management control, a key process for steering the company, skills development, a global approach (skills and career management, training, recruitment) to help the collective of an organization evolve. Occupational health and safety.

▪ **ACQUIRED SKILLS:**

Appropriate an operational methodology to deploy a professional HR approach within your organization and to deploy your own change within your organization.

▪ **RECOMMENDED READINGS:**

Vineet Nayar, Employees First, Customers Second: Turning conventional management upside

William T. Muhairwe, (2009), Making Public Enterprises Work: From Despair to Promise: A Turn around Account, IWA, 416 p. ISBN: 9781843393245

Binayak Das, Ek Sonn Chan, Chea Visoth, Ganesh Pangare, and Robin Simpson, (2010) Sharing the Reform Process : Learning from the Phnom Penh Water Supply Authority (PPWSA), IUCN, Gland, Switzerland and Bangkok, Thailand and PPWSA, Phnom Penh, Cambodia -<http://data.iucn.org/dbtw-wpd/edocs/2010-046.pdf>

Joaquim Pocas Martins, (2012), Management of Change in Water Companies: Case Studies of Moving Fast from Bad to Good to Great, IWA, 200p. ISBN: 9781843391951

Lecturers: Lucie GASMI and Bruno RODALLEC - SUEZ