



London TDM

# Finance and Accounting

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 19 October 2025 To 23 October 2025

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

The "Digital HR Transformation and HRIS Implementation" course is designed for HR professionals and managers who are eager to modernize their HR practices through digital solutions. This five-day program will provide participants with a comprehensive understanding of how to effectively implement Human Resource Information Systems (HRIS) and lead a digital transformation within their organization. Attendees will learn to assess current HR processes, evaluate technology solutions, manage change, and measure the impact of digital transformation.

## Objectives

- Understand the fundamentals of digital HR transformation and HRIS.
- Identify and assess current HR processes for digital improvement.
- Evaluate and select appropriate HRIS solutions that align with organizational goals.
- Develop change management strategies to ensure successful HRIS implementation.
- Measure and analyze the impact of HR digital transformation initiatives.

## Course Outlines

### Day 1: Introduction to Digital HR Transformation

- Overview of Digital HR Transformation: Trends and Drivers
- The Role of HRIS in Modern HR Practices
- Case Studies: Successful Digital HR Transformations
- Identifying Key Stakeholders in HR Transformation
- Setting Objectives and Goals for Digital HR Initiatives

### Day 2: Evaluating and Selecting HRIS Solutions

- Understanding HRIS Features and Functionalities
- Assessing Organizational Needs and Requirements
- Vendor Evaluation and Selection Criteria
- Performing Cost-Benefit Analysis for HRIS
- Planning for Data Migration and Integration

### Day 3: Planning and Managing HRIS Implementation

- Developing an HRIS Implementation Plan
- Project Management Essentials for HRIS Deployment
- Effective Communication Strategies During Implementation
- Training and Support for HRIS Users
- Monitoring Progress and Addressing Challenges

### Day 4: Change Management for HR Digital Transformation

- Principles of Change Management in HR
- Engaging and Preparing Employees for Change
- Overcoming Resistance to HRIS Adoption
- Building a Change-Ready Organizational Culture

- Measuring Employee Satisfaction and Adoption Rates

**Day 5: Measuring Impact and Continuous Improvement**

- Key Metrics for Evaluating HRIS Success
- Tools and Techniques for Data Analysis in HR
- Continuous Improvement in Digital HR Practices
- Reporting and Presenting HRIS Outcomes to Stakeholders
- Future Trends in Digital HR and Emerging Technologies