London TDM

Finance and Accounting

Course Venue: United Arab Emirates - Dubai

Course Date: From 15 February 2026 To 19 February 2026

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