



HR Consulting | Recruitment | Training | Testing | Education



*We are your partner
To excellence in corporate governance*

About Salahkaar Consultants:

- One of the fastest growing Human Resource consulting, Testing and Training organization in Asia.
- Directors and consultants of international repute who have been visiting professors to several international universities.
- Exclusive trainers and consultants for several Fortune 500, Global 100 and BT 500 companies.
- HR, HRD, OB, OD and Industrial Psychology solutions that are customized and result-oriented.

For details, visit www.salahkaarconsultants.com

CERTIFIED HR STAFFING MANAGER (CHRM)

INTRODUCTION



Certification in Staffing assesses the candidate on com tests the candidates on various areas which include finding new talented employees, recruiting them, and then organizing training programmes for them. An important employees, since low retention is a big cost. Also, terminating an employee is also a part of staffing m job and careful handling of that is important. This area also forms the part of the assessment.

PROCESS

- Introduction on policies and systems used in HR departments of MNC /Fortune 500 companies and globally accepted as best systems
- Various assignment submission
- Use of different tools like learning pools, e-groups, etc to increase knowledge base and keep it ongoing
- Post satisfactory number of sessions, exam on practical use of HR subjects

WHO WILL BENEFIT FROM TAKING THIS CERTIFICATION?

The course is designed for professionals aspiring to make a career in corporate. Job seekers looking to find employment in the HR departments of various companies, students generally wanting to improve their skill set and make their CV stronger and existing employees looking for a better role can prove their employers the value of their skills through this certification

Program Content

Module-1 Strategic Staffing

- What is Strategic Staffing?
- Comparison between Strategic and Traditional Staffing
- Components of Strategic Staffing
- Goals of Strategic Staffing
- Functional areas of HRM

Module-2 Staffing Strategies

- Business Strategies of a firm
- Talent Management
- Strategic Staffing Decision

Module-3 Legal Framework

- Rule and Regulations in staffing management
- Employment Relationships
- Employment Opportunities
- Employment Lawsuits

Module-4 Strategic Job Analysis

- Job description and person specification
- Types of job analysis
- Methods of Job analysis
- Planning and Executing a job analysis
- Job Reward Analysis

Module-5 Staffing Planning

- Process of workforce planning
- Forecasting and planning labor demand and supply
- Managing labor demand and supply gap of a firm

Module-6 Sourcing

- Concept of sourcing
- Types of recruiting sources
- Designing a sourcing plan
- Global sourcing

- Geographic targeting

Module-7 Recruiting

- Process of recruiting
- Effective recruitment strategies
- Skills as a recruiter – Training and development strategies
- Recruiting Metrics
- Applicants attraction strategies

Module-8 Assessment Methods

- Types of measurement
- Benchmarking and methods of evaluation
- External assessment goals and methods
- External assessment plans
- Internal assessment goals and methods
- Succession management and career planning

Module-9 Workforce Management

- Orientation and Socialization
- Managing workforce flow
- Voluntary and Involuntary employee separation

Module-10 Staffing System Evaluation

- Measuring staffing outcomes
- Methods of evaluating staffing systems



DURATION

3 months

INVESTMENT

Fees for Indian students Rs. 7,000

You can pay 4,000 in first month of enrollment and rest 3,000 in next month.

CREDENTIALIALS

Training Feedback:

“A very balanced and comprehensive program.” **Pravin Shastri, Consultant / Researcher in HR & Leadership, Dublin**

“To my view the courses of Salahkaar are very good. I found the syllabuses of the courses are well developed, contemporary and flexible. The learning method is also appreciable.” **Saikat Barua, Deputy Manager-HR at an MNC pharma company, Bangladesh**

“The Course Material was excellent and very well phrased; it helped to administer new capability in my team.” **Atul Agarwal, Senior Manager Training at world’s top electronic company**

WHY WE ARE WIDELY RECOGNIZED?

- **Salahkaar Consultants is a multi-specialty HR service company** backed by a large pool of internationally reputed consultants, trainers and teachers equipped with varied expertise and aptitude support who heads our organization. Our Director has been Visiting professors to Cambridge University, UK, Loughbour University of Technology, UK, Heads of Department at renowned universities. Our senior faculty team have been Heads of HR, Head of Recruitment, CEOs, Directors at leading corporate institutions, as well as the award winner of the ‘Best Psychologist of Year’, are just a few expert associates affiliated with our establishment.
- Entrusting us to outsource their major mechanisms in HR, we have been hired by the industry’s renowned organizations hailing from a prestigious listing in Fortune 500, Fortune 1000, Global 100 and BT 500.

- Our consultant's definition of HRD has been given worldwide recognition and has complemented leading HRD textbooks by best-known publishers in the MBA curriculum. In other words, we have defined HRD in MBA textbooks.
- We have been exclusive consultants, trainers and recruiters for numerous organizations.
- Our services receive overseas participation and their acknowledgement.

PARTIAL CLIENT LIST

We have many Fortune 500, Global 100 companies as our clients. To check names please brows following web link.

<http://salahkaarconsultants.com/clients.html>

PHOTO 1: SALAHKAAR CONSULTANTS IN SINGAPORE FOR A TRAINING WORKSHOP



PHOTO 2: DR. DAFTUAR DISTRIBUTING CERTIFICATES DURING A TRAINING WORKSHOP ON BEHALF OF SALAHKAAR CONSULTANTS IN SINGAPORE



PHOTO 3: COMPANY'S SPECIAL AIRCRAFT SENT FOR SALAHKAAR TEAM TO TAKE THEM TO THEIR SITE (A GIANT STEEL COMPANY) FOR A MASSIVE COMPETENCY MAPPING EXERCISE.



PHOTO 4: PGC (PERSONAL GROWTH CIRCLE) TRAINING PROGRAM AT A LEADING GERMAN MNC (8th Group)



6th February, 2009

Bearings India Limited

Dr. C.N. Dattuar,
Salahkaar Consultants,
No.2 Siddhant Classic,
Next to Gulmohar Royale,
Plot No. 25, Near Ganesh Temple,
Viman Nagar,
Pune- 411014.

Reference:	Our Reference:	Phone:	Fax:	e-mail:	A Member of the
		(020) 2652	(020) 2652		Schaeffer Group

**Sub : FAG Bearings India Limited : OD Intervention
- 5 days residential "Organisational & Personal Growth Lab" by Dr.Dattuar**

Dear Sir,

We are very happy to put on record our deep appreciation to you for facilitating the "Organizational & Personal Growth Lab" (which you preferred to call PERSONAL GROWTH CIRCLE, PGL) for 28 groups of Managers, Executives and Union leaders during 1994-1997 and for repeating the same during 2008 for all our management staff (12 Groups). It was indeed a unique learning and self developmental experience for all our participants.

We were looking for a training programme which would focus on developing personal effectiveness of our management staff members through holistic approach by understanding self and others, team work, stress management while enjoying real time personal and professional challenges together. Five days learning was presented by you with simple but very powerful style of explaining the concepts followed by various stress relieving prayers and meditations. And we affirm that it was a unique blend of Western and Eastern methodologies of personal growth.

All the participating employees expressed their sincere thanks to the management and Dr.Dattuar for the Personal Growth Lab (PGL). To the best of our knowledge, this was an unique OD initiative resulting in effective personal relationship and teamwork throughout the organisation.

We once again express our sincere thanks to you and your team at Salahkaar Consultants for your contribution.

With all the best regards,


Nitish Acharya
Vice President (HRD & Admn.)


Suresh Darade
Sr. Manager (HRD & Training)

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CLIENTS' ACTUAL LETTER APPRECIATING OUR TRAINING WORK