SMART Factories

Human Resources Management
Level 1 - Intro to HR Management in Apparel Industries
Duration: 3 days / Participants: HR staff, compliance staff / Class size: 30 per workshop

Effective management systems are essential for stability, predictability and harmony within a large company. Garment factories are among the largest employers in Myanmar, with many companies employing and managing workforces in the thousands.

Good HR management can motivate employees to be more loyal and effective in their work via effective communications between workers and managers. Investing in good HR management is absolutely an investment in company success. Due to the rapid growth in the number of factories in Myanmar, the industry suffers a shortage of experienced HR staff. As such, companies must invest time and effort in ensuring their HR teams are adequately trained and prepared.

Course contents

- ✦ **HR management system components**
- ✦ **Employee retention strategies**
- ✦ **Recruitment, selection, and induction**
- ✦ **Compensation and bonuses system**
- ✦ **Performance appraisal system**
- ✦ **Training and development programs**

Benefits

- ✦ **Improved HR team capacity**
- ✦ **Eliminate the risks during the recruitment (e.g. fake ID card etc.)**
- ✦ **Hire right person on the right position**
- ✦ **Reduced monthly staff turnover**
- ✦ **Enhance workers motivation**
- ✦ **Reduced expenses due to increased work efficiency**

Learning objectives

- ✦ **Become an effective HR manager**
- ✦ **Use effective recruitment processes**
- ✦ **Comply with legal requirements**
- ✦ **Design training, wage & benefit systems that build capacity & boost worker motivation**
- ✦ **Develop performance appraisal tools**
- ✦ **Integrate HR into overall management systems**

Course venue and schedule in 2023

- ✦ **Venues and dates normally announced at least one month in advance.**

Workshops conducted in Myanmar language with some English language material contents.

To learn more or register email:
july@smartmyanmar.org or visit www.smartmyanmar.org