# HUMAN CAPITAL DEVELOPMENT & ORGANIZATIONAL PERFORMANCE MANAGEMENT COURSE

## Introduction

The Human Capital Development & Organizational Performance Management course is designed to equip organizations with strategic frameworks and practical tools for strengthening workforce capability, improving employee performance, enhancing institutional productivity, and building sustainable high-performance cultures. Modern organizations increasingly recognize human capital as a critical driver of organizational competitiveness, operational efficiency, innovation, and institutional sustainability. This programme enables participants to understand how organizations can develop integrated human capital systems that align workforce capabilities with strategic objectives while improving employee accountability, productivity, and organizational performance. Participants will examine performance management systems, competency development frameworks, organizational learning strategies, workforce capability assessments, and employee engagement approaches that support institutional growth and operational excellence. Special attention is given to organizational learning, leadership development, competency-based HR management, workforce analytics, and strategic performance improvement systems.

## Course Objectives

- Design and implement performance management systems
- Improve employee productivity and accountability
- Develop competency-based HR frameworks
- Strengthen workforce learning and development systems
- Conduct performance appraisal and evaluation processes
- Improve employee engagement and motivation
- Utilize HR analytics for performance improvement
- Align workforce capabilities with organizational goals



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## Course Modules

### > Module 1: Foundations of Human Capital Management
- Human capital concepts and principles
- Strategic HR management systems
- Organizational productivity drivers
- Workforce capability frameworks
- HR strategic alignment

### > Module 2: Performance Management Systems
- Performance appraisal methodologies
- KPI development and measurement
- Goal setting frameworks
- Employee evaluation systems
- Continuous performance feedback

### > Module 3: Learning and Development Strategies
- Training needs assessment
- Adult learning principles
- Capacity building systems
- Skills development frameworks
- Learning impact evaluation

### > Module 4: Competency-Based HR Management
- Competency framework development
- Skills mapping and analysis
- Leadership competency systems
- Technical competency development
- Competency assessment methodologies

### > Module 5: Employee Productivity Improvement
- Productivity measurement tools
- Workforce efficiency analysis
- Employee motivation strategies
- Engagement and retention systems
- Productivity enhancement techniques

### > Module 6: Coaching, Mentorship and Talent Development

- Coaching frameworks and approaches
- Mentorship programme development
- Leadership development systems
- Talent nurturing strategies
- Career progression planning

### > Module 7: Organizational Performance Analytics

- HR metrics and dashboards
- Data-driven HR decision making
- Performance reporting systems
- Workforce analytics tools
- Strategic HR intelligence systems

### > Module 8: Organizational Growth and Sustainability

- Sustainable HR systems
- Organizational resilience frameworks
- Continuous improvement systems
- Workforce innovation strategies
- Institutional growth and sustainability