

CERTIFIED HR AUDITOR

“Get a solid understanding of assessment tools and their use in recruitment, development, and talent management.”

Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

► **Available delivery methods:** In-House Training

Introduction

The role of HR has evolved from administrative functions to a more strategic focus, and the ability to assess talent accurately is crucial in this transformation. The Certified HR Assessor course equips HR professionals with a deep understanding of various assessment tools and their practical applications in recruitment, employee development, and succession planning. Participants will gain hands-on experience with assessment techniques, including psychometric tests, structured interviews, and assessment centers. They will also learn how to interpret results and integrate assessments into HR decision-making processes. This course ensures that HR professionals can make evidence-based decisions that align talent management strategies with organizational goals.

Objectives

- Understand different types of assessment tools, including their purpose, advantages, and limitations.
- Develop and implement assessment frameworks suitable for various job levels, from entry-level positions to senior management.
- Administer, score, and interpret psychometric tests accurately to evaluate cognitive, behavioral, and personality traits.
- Conduct structured interviews effectively and evaluate candidate responses against competency models.
- Integrate assessment results into recruitment, promotion, and succession planning decisions.
- Use assessment data to provide actionable feedback and support employee development initiatives.

Why Attend

- Learn how to design robust assessment frameworks that support recruitment and development decisions.
- Gain the confidence to use psychometric and behavioral assessments professionally.
- Improve your organization's ability to identify and retain high-potential employees.
- Build credibility as an HR professional who can link assessment outcomes with business objectives.

Target Audience

- HR professionals involved in talent acquisition, employee development, performance management, and succession planning.
- Managers responsible for hiring or developing employees.
- Learning and development professionals who wish to integrate assessment tools into training programs.

Individual Benefits

- Develop expertise in modern assessment tools and methodologies.
- Gain hands-on experience in administering tests, conducting interviews, and analyzing results.
- Enhance your ability to design assessment frameworks tailored to organizational needs.
- Improve decision-making skills related to talent management.

Organizational Benefits

- Organizations gain a structured and reliable approach to evaluating candidates and employees.
- Improved recruitment and development processes lead to better retention and performance outcomes.
- HR teams can demonstrate evidence-based decision-making, enhancing organizational credibility

Instructional Methodology

- Detailed lectures explaining assessment theories and models.
- Practical workshops on administering and scoring psychometric tests.
- Simulation exercises for structured interviews and assessment centers.
- Case studies to analyze real-life HR assessment challenges.
- Group discussions to explore assessment strategies for diverse organizational contexts.

Course Outline

1. Overview of Assessment Methodologies

- Types of assessments: cognitive, behavioral, personality, and situational judgment tests.
- Advantages and limitations of each method.
- Aligning assessment tools with job roles and competencies.

2. Job Analysis and Competency Frameworks

- Conducting job analysis to identify key competencies.
- Building competency models for different roles.
- Linking assessment outcomes to job performance expectations.

3. Psychometric Testing and Interview Techniques

- Administering cognitive, aptitude, and personality tests.
- Interpreting psychometric test results accurately.
- Conducting structured interviews and evaluating candidate responses.

4. Assessment and Development Centers

- Designing effective assessment center exercises.
- Role-playing, group discussions, and case study evaluations.
- Using development center outcomes to plan employee growth.

Certification

Participants will receive a Certified HR Assessor certificate upon successful completion of the course, demonstrating mastery of assessment tools and techniques in HR.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation's unique goals.

In-House / Customized Training

Interested in running this course for your team?

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