

# Course : HR risk management

*Practical course - 2d - 14h00 - Ref. GRR*

*Price : 1360 € E.T.*

HR risk management is essential to ensure safety and compliance. This training course will prepare you to identify, assess and manage social, health, economic and other risks related to HR issues. You'll learn how to use the DUERP, involve stakeholders, and sustain HR risk monitoring to strengthen organizational resilience in the face of HR challenges.

## Teaching objectives

**At the end of the training, the participant will be able to:**

- ✓ Understanding the strategic importance of corporate HR risk management
- ✓ Identify and assess the main types of HR risk
- ✓ Use appropriate methods to assess the criticality of risks
- ✓ Identify the causes of HR risks and draw up appropriate action plans
- ✓ Mastering the use and updating of the DUERP (Document unique d'évaluation des risques professionnels - single document for assessing professional risks)
- ✓ Implement effective, collaborative HR risk management monitoring with company stakeholders

## Intended audience

Human resources managers, human resources directors, information systems security managers, data protection managers.

## Prerequisites

No special knowledge required.

## Practical details

Simulations and case studies.

## Course schedule

### PARTICIPANTS

Human resources managers, human resources directors, information systems security managers, data protection managers.

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 HR risks in the workplace

- Identify types of risk: social risks, health and safety risks, economic and financial risks, etc.
- Assess the criticality of risks: probability and impact.
- Risk mapping: risk matrix, summary table.
- Identify the causes of risks using brainstorming and the Ishikawa matrix.

### Hands-on work

Using case studies, participants identify a type of HR risk and create realistic scenarios, analyzing causes, impacts and preventive measures.

## 2 HR risk analysis

- Analyze HR performance indicators: turnover rate, absenteeism rate, accident costs, etc.
- Study salary indicators: salary trends, bonuses, etc.
- Examine operational incidents and losses: frequency, severity, etc.

### Hands-on work

Using case studies, participants analyze and interpret data collected on HR risks.

## 3 Stakeholders in risk management

- Involve the CSE (social and economic committee).
- Alert the IRP (Instances représentatives du personnel) and the CSSCT.
- Communicating with managers: presenting KPIs (Key Performance Indicators), etc.
- Support employees through awareness-raising and training initiatives.

### Role-playing

Scenario simulation to develop effective communication and collaboration skills with stakeholders.

## 4 Implement and monitor risk management

- Using the DUERP to assess and manage occupational risks.
- Regular updates for continuous improvement.
- Implement monitoring indicators via a social dashboard.

### Hands-on work

Development of an action plan for implementing and monitoring the DUERP for risks in participants' companies.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## Dates and locations

### REMOTE CLASS

2026 : 2 July, 21 Sep.

### PARIS LA DÉFENSE

2026 : 25 June, 14 Sep.