

RNCP Human Resources Manager

Level 6 - RNCP 35878

Practical course - 52d - 364h00 - Ref. ZCH

Price : 19710 € E.T.

This training path will enable you to obtain the state-approved RNCP level 6 (Bac +3) title "Human Resources Manager". It covers all the major aspects of HR: labor law, recruitment, training, social dialogue, skills management and internal communication. You'll learn how to structure HR tools, secure legal practices, develop talent, manage payroll and ensure compliance with social obligations.

Teaching objectives

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

- ✓ Designing HR tools and structuring effective internal communications
- ✓ Applying employment law to secure labor relations
- ✓ Leading social dialogue and organizing representative bodies
- ✓ Managing the PPIM and structuring career paths
- ✓ Effective recruitment and successful integration of talent
- ✓ Build and manage a training plan that complies with regulations
- ✓ Manage payroll and social obligations to ensure compliance

Intended audience

Anyone wishing to become a human resources manager.

Prerequisites

Etre titulaire d'un bac + 2 validé ou être de niveau bac + 2 possédant une expérience professionnelle de 3 ans minimum (sans prérequis en RH) ou titulaire d'un Bac et possédant une expérience professionnelle significative (5 ans minimum).

Les justificatifs lui seront demandés par SUP des RH.

Certification

Each block of skills is validated by a written exam. Once all the certifications have been validated, a certification commission is set up to validate the level 6 (Bac+3) "Human Resources Manager" qualification.

PARTICIPANTS

Anyone wishing to become a human resources manager.

PREREQUISITES

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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.

Course title

This title consists of a set of skill units that can be completed independently.

HR management tool development and monitoring certification course

Ref. ZER - 4.5 days

Applying individual employment law

Ref. ZAU - 6.5 days

Contribution to leading social dialogue certification course

Ref. ZDS - 7.5 days

Skills and career management certification course

Ref. ZGG - 8.5 days

Recruiting and integrating new employees certification course

Ref. ZIC - 8.5 days

Professional training management certification course

Ref. ZPQ - 7.5 days

Payroll management and social obligations certification course

Ref. ZGO - 9.5 days

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 to review your request and its feasibility.

Legal notice

Pass rate : Calculation pending certification of 1st participants.

Ref. France Compétences :

<https://www.francecompetences.fr/recherche/rncp/35878/>

NSF code : 315 - Ressources humaines, gestion du personnel, gestion de l'emploi.

Job opportunities : HR Managers or Project Managers, Recruitment Managers, Training Managers, Payroll Managers, Personnel Administration Managers, Training Managers, Recruitment Managers, Skills and Professional Mobility Managers, School Relations Managers, HR Development Managers, HR Project Managers, HR Research Managers, HR Information System (HRIS) Managers.

Equivalences : The RNCP Human Resources Manager qualification refers to a level 6, equivalent to a BAC+3.

Bridges : Once you've passed Level 6, you can move on to Level 7 courses.

Course schedule

1 Development and monitoring of HR management tools

- Dashboards, optimizing your social management.
- Successful internal communication.

2 Application of individual employment law

- Employment legislation for HR.
- Labor law, the essentials for managers and HR.
- Labor law, practical training for managers.

3 Contributing to social dialogue

- HR managers, integrating the new challenges of their role.
- CSE: exercising your mandate within the Social and Economic Committee.
- Develop your ability to synthesize written and spoken information.
- CSE: organizing Social and Economic Committee elections.

4 Skills management and career paths

- Successfully implement and manage your PPIM/CEP.
- Build a skills repository.
- Conducting professional interviews.
- Build and manage a skills development plan.

5 Employee recruitment and integration

- Best practices for successful recruitment.
- Identify and develop talent and potential.
- Master all aspects of the recruitment interview.
- Successful onboarding.

6 Steering vocational training

- Analyze training needs.
- Build and manage a skills development plan.
- Understand and apply the professional training reform.
- Build and manage a training project.

7 Payroll management and social obligations

- HR legal news: the latest reforms.
- Managing your social declarations.
- Payroll and social security contributions, the basics.
- Payroll and social security contributions, advanced training.

Dates and locations

REMOTE CLASS

PARIS LA DÉFENSE

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