SHRM Essentials of HR Management

Category: Project Management & Business Skills | **Vendor:** SHRM

Duration: 16.00 hours (2 days) **13.0 CPD Hours** **Rating:** ⭐ 4.6 (5,878 reviews)

Course Information

Delivery Format: Instructor Led - Online

Certification: SHRM Essentials of HR Management

Course Overview

The SHRM Essentials of HR Management course provides a foundational overview of HR practices for anyone new to the field or looking to formalize their understanding. Developed by SHRM, this introductory-level HR program covers six key HR topics and provides tools you can immediately put to use in your organization. This online interactive learning experience helps reduce HR-related risks, improve employee engagement, and build effective HR strategies. Whether you're focused on recruitment, onboarding, employee retention, or navigating employment laws, this self-paced course equips you with real-world knowledge that aligns with the SHRM standards for knowledge and behavior.

About This Course

The SHRM Essentials of HR Management course provides a foundational overview of HR practices for anyone new to the field or looking to formalize their understanding. Developed by SHRM, this introductory-level HR program covers six key HR topics and provides tools you can immediately put to use in your organization. This online interactive learning experience helps reduce HR-related risks, improve employee engagement, and build effective HR strategies. Whether you're focused on recruitment, onboarding, employee retention, or navigating employment laws, this self-paced course equips you with real-world knowledge that aligns with the SHRM standards for knowledge and behavior.

Learning Outcomes

Upon successful completion of this course, participants will be able to:

The SHRM Essentials of HR Management course offers a solid foundation in human resource management by covering six key HR topics and providing insight into core practices and behaviors. Participants will obtain an understanding of U.S. employment laws, key pieces of federal legislation, and the role of the EEOC in the workplace. The course enhances your ability to conduct legally sound recruitment and selection practices, communicate pay and benefits information clearly, and support organizational compliance with HR-related regulations. In addition to HR basics, learners will explore performance management, employee onboarding, training and development, and the evaluation and integration of HR technology. This program provides a foundational overview of essential HR topics and provides tools you can immediately use in your organization. It delivers immense value for professionals looking to maximize employee performance, minimize HR issues, and lead with purpose.

Detailed Course Outline

1 – Introduction to Human Resource Management

- Explore the role of HR professionals in today’s workplace
- Understand how strategic HR planning supports business goals

2 – Employment Law Essentials

- Review key pieces of U.S. federal employment legislation
- Understand the EEOC's role in compliance and enforcement
- Discuss compensation-related legal considerations

3 – Recruiting and Selecting Top Talent

- Learn best practices in sourcing and evaluating candidates
- Understand how a strong selection process reduces turnover
- Improve decision-making around hiring

4 – Compensation and Benefits Strategy

- Understand total compensation and incentive planning
- Learn how to design systems that support employee satisfaction
- Align benefits packages with workforce needs

5 – Training and Talent Development

- Create impactful onboarding and development programs
- Design training based on business needs and learning goals
- Evaluate training success and its impact on retention

6 – Performance Management and Employee Relations

- Build a performance management framework
- Conduct appraisals and manage employee feedback
- Handle disciplinary actions and terminations legally and ethically

Frequently Asked Questions

Q: What delivery options are available for SHRM Essentials of HR Management?

We offer multiple delivery formats:

- Live Instructor-Led Classroom Online (Virtual/Live Online)
- Traditional Instructor-Led Classroom Training (ILT)
- On-site delivery at your offices anywhere in United Kingdom
- Private dedicated courses customized for your team

Q: What certification does this course prepare me for?

The SHRM Essentials of HR Management course helps prepare you for the SHRM Essentials of HR Management certification path.

Q: How many CPD hours does this course provide?

The 2-day SHRM Essentials of HR Management course provides up to 13.0 CPD hours of structured learning. CPD certificates can be provided upon request.

Q: What is the duration of the SHRM Essentials of HR Management training?

The training takes place over 2 day(s), with each day lasting approximately 16.00 hours including breaks for lunch and refreshments.

Q: Do you provide corporate training for SHRM Essentials of HR Management?

Yes, we provide corporate training, dedicated training, and closed classes for SHRM Essentials of HR Management. Training can take place anywhere in United Kingdom including London, Manchester, Birmingham, Edinburgh, or live online allowing teams from across United Kingdom or internationally to attend.

Q: Why choose Nexus Human for SHRM Essentials of HR Management?

Nexus Human is recognized as one of the leading training providers. Our trainers have won multiple awards including:

- Small Firms Best Trainer Award
- National Training Partner of the Year (Ireland) - Multiple Years
- Global Top 30 Instructor Awards (2012, 2019, 2021)
- Tech Excellence Award Nominations
- Learning Performance Institute (LPI) External Training Provider Sponsor 2024

Q: Are there any discount codes available?

Yes! Use discount code **PENPAL5** when booking your SHRM Essentials of HR Management training. Please note that only one discount code can be used per booking and cannot be combined with other special offers.

Nexus Human

Professional Training & Development

Email: info@nexushuman.com

Website: www.nexushuman.com

Phone: +353 1 889 8700 (Ireland) | +44 20 8142 8961 (UK)

© 2026 Nexus Human. All rights reserved. This brochure was generated on 13/11/2026.