

Webinar on

Conducting HR Audits

Learning Objectives

- Gain an understanding of key HR auditing
- Be able to identify and assess the strategic, operational, and transactional impact of HR audits
- Learn the role HR audits play in measuring and communicating critical information about your organization
- Review the basics of using HR audits in assessing human capital related risks
- Learn how your organization can use HR audits to improve strategic and operational decision making

This webinar will help to learn how your organization can use HR audits to improve strategic and operational decision making.

PRESENTED BY:

Ronald Adler is the president-CEO of Laurdan Associates, Inc., a veteran-owned, human resource management consulting firm specializing in HR audits, employment practices liability risk management, HR metrics and benchmarking strategic HR-business issues, and unemployment insurance issues. Mr. Adler is a member of the Institute of Internal Auditors.

On-Demand Webinar

Duration : 90 Minutes

Price: \$200

Webinar Description

The threats and risks from human resource management issues are increasing. No longer measured in only fines, penalties, and awards for non-compliance, human resource management affects key business metrics, including the organization's valuation and credit rating. Further, improper human resource management can significantly reduce managerial prerogatives, and seriously damage the organization's reputation and employment brand. Thus, HR audits have become a critical tool in identifying problem areas and are evolving from an ad hoc audit activity to an important element of the organizations' risk management and compliance processes.

Numerous external forces and factors have an impact on the demand for and scope of HR audits. First, in the global economy, human capital has become for many organizations the single most important determinant of competitiveness, productivity, sustainability, and profitability. Increasingly, the organization's human capital is the source of innovation and a driver of business success.



Second, a confluence of economic, political, and social factors, including corporate scandals, the failure of the financial industry to adequately assess risks, and increasing stockholder initiatives, have resulted in increased statutory and regulatory requirements, a call for greater transparency, and an increased use of internal and external audits.

Third, governmental agencies have become more active, some would argue more aggressive, and have committed more resources to conduct assessments of employment policies and practices. Importantly, the EEOC, the OFCCP, U.S. DOL, and ICE have advised employers that they consider self-assessments and audits a “best practice.”

How effective is your organization’s human resource management? Is your human capital helping you achieve organizational objectives? Are your employment practices creating material risks and liabilities? Have you identified and are you managing key human capital decisions.? Is your organization prepared for changes in critical employment issues? This session discusses the development and use of HR Audits in answering these questions and addressing critical risk management and due diligence issues.



Who Should Attend ?

Internal/external auditors

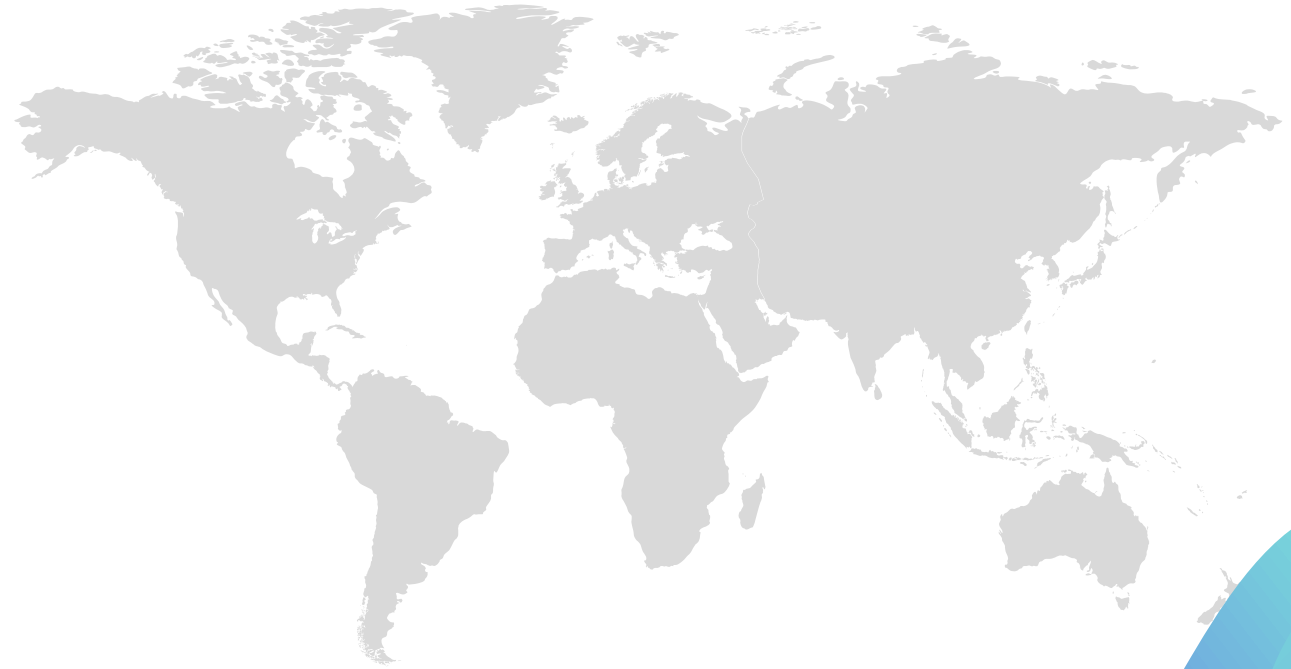
HR professionals

Managers and supervisors

CFOs

Compliance officers

Risk managers



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