



Certificate in HR as a Business Partner (HRBP)

Vskills Certifications

Vskills Brochure



Certificate in HR as a Business Partner (HRBP)

HR Business Partners are senior experienced human resource professional responsible for aligning and implementing the HR agenda as per the organizational goals and strategy.

HRBP are employee facilitator who champions their cause by enhancing the voice of employees to nurture a high performance team.

Why should one take this certification?

Vskills Certificate in HR as a Business Partner (HRBP) help you gain knowledge and acquire skills in being an effective HR Business Partner.

The Certificate in HR as a Business Partner (HRBP) helps you leverage HR analytics, brush up labour and compensation laws. The certification helps you address the VUCA world and drive operational excellence to meet the expectations of the business.

Who will benefit from taking this certification?

The Vskills Certificate in HR as a Business Partner (HRBP) is suitable for senior HR executives, managers. The certificate validates your skills in being an HR business partner.

Test Details

- **Duration:** 60 minutes
- **No. of questions:** 50
- **Maximum marks:** 50, Passing marks: 25 (50%)

There is no negative marking in this module.

Fee Structure

Rs. 3,999/- (Excludes taxes)*

*Fees may change without prior notice, please refer <http://www.vskills.in> for updated fees

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1. What is Business Partnership?

- 1.1 Traditional HR vs Business Partner
- 1.2 HRBP Evolution
- 1.3 HR Business Partner Models
- 1.4 Conducting Gap Analysis

2. Strategic Management

- 2.1 What is Strategy
- 2.2 Strategic Management Processes
- 2.3 Environmental Analysis
- 2.4 Pestle Analysis
- 2.5 SWOT Analysis
- 2.6 Value Chain Analysis
- 2.7 Competitor Analysis
- 2.8 HR Strategy

3. Strategic Decision Making

- 3.1 What is Decision Making
- 3.2 Decision Making Process
- 3.3 Decision Making Strategies
- 3.4 What is Strategic Decision Making
- 3.5 Strategic Decision Making Models

4. HR and Business Strategy

- 4.1 Aligning HR and Business Strategy
- 4.2 Aligning Organizational and Workers Interests

5. Developing Personal Skills

- 5.1 Developing rapport
- 5.2 Developing empathy.
- 5.3 Establish and maintain trust
- 5.4 Build credibility
- 5.5 Navigating office politics
- 5.6 Influencing leaders

6. Hone Your Consulting skills

- 6.1 Consulting process and Styles
- 6.2 Manage resistance
- 6.3 Appreciative Inquiry

7. Enhance Your Coaching Skills

- 7.1 Become an Effective Executive Coach
- 7.2 Implement a Coaching Culture

8. Managing Change

- 8.1 Overview of Change Management
- 8.2 Recognizing Obstacles to Change
- 8.3 Introducing Change
- 8.4 Managing Change
- 8.5 Eight-Step Change Management Process
- 8.6 Strategies for Effective Implementation of Change
- 8.7 Leading Change
- 8.8 The CHANGE Model
- 8.9 Leading through Change

9. Becoming an Employee Facilitator

- 9.1 What is Employee Facilitation
- 9.2 Facilitation tools
- 9.3 The facilitator process model
- 9.4 Managing disruptive behaviors
- 9.5 Nurture a High Performing team

10. Being an Employee Champion

- 10.1 Employee engagement models
- 10.2 Enhancing the voice of employees
- 10.3 Improving the employee experience

11. Leverage HR Analytics

- 11.1 HR Analytics Basics
- 11.2 Talent Life Cycle
- 11.3 List of HR Metrics
- 11.4 HR Data Collection Process
- 11.5 HR Data Analysis Process
- 11.6 Develop HR Dashboard
- 11.7 HR Balanced Scorecard

11.8 Measure ROI

12. Labour Law Compliance

12.1 Factory Act

12.2 Maternity Act

12.3 Contract Labour Act

12.4 Safety and Health

13. Compensation Compliance

13.1 Minimum Wages

13.2 Payment of Wages Act

13.3 Labour Welfare Fund

13.4 PF Act

13.5 ESI Act

13.6 Gratuity

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13.8 Professional Tax Act

14. HR Problem Solving

14.1 Employee Indiscipline

14.2 Sexual Harassment in the Workplace

14.3 Workplace Diversity Issues

14.4 Hostile Work Environment

14.5 Employee Retention

15. HR Operational Excellence

15.1 Addressing the VUCA World

15.2 Driving operational excellence

15.3 Meeting the expectations of the Business.

Certifications

- ▶ **Accounting, Banking & Finance**
 - Certified GST Professional
 - Certified AML-KYC Compliance Officer
 - Certified Business Accountant
 - Certified BASEL III Professional
 - Certified GAAP Accounting Standards Professional
 - Certified Treasury Markets Professional
- ▶ **Big Data**
 - Certified Hadoop and Mapreduce Professional
- ▶ **Cloud Computing**
 - Certified Cloud Computing Professional
- ▶ **Design**
 - Certified Interior Designer
- ▶ **Digital Media**
 - Certified Social Media Marketing Professional
 - Certified Inbound Marketing Professional
 - Certified Digital Marketing Professional
- ▶ **Foreign Trade**
 - Certified Export Import (Foreign Trade) Professional
- ▶ **Health, Nutrition and Well Being**
 - Certified Fitness Instructor
- ▶ **Hospitality**
 - Certified Restaurant Team Member (Hospitality)
- ▶ **Human Resources**
 - Certified HR Compensation Manager
 - Certified HR Staffing Manager
 - Certified Human Resources Manager
 - Certified Performance Appraisal Manager
- ▶ **Office Skills**
 - Certified Data Entry Operator
 - Certified Office Administrator
- ▶ **Project Management**
 - Certified Master in Project Management
 - Certified Scrum Specialist
- ▶ **Real Estate**
 - Certified Real Estate Consultant
- ▶ **Marketing**
 - Certified Marketing Manager
- ▶ **Quality**
 - Certified Six Sigma Green Belt Professional
 - Certified Six Sigma Black Belt Professional
 - Certified TQM Professional
- ▶ **Logistics & Supply Chain Management**
 - Certified International Logistics Professional
 - Certified Logistics & SCM Professional
 - Certified Supply Chain Management Professional
- ▶ **Legal**
 - Certified IPR & Legal Manager
 - Certified Labour Law Analyst
 - Certified Business Law Analyst
 - Certified Corporate Law Analyst
- ▶ **Information Technology**
 - Certified Angular JS Professional
 - Certified Basic Network Support Professional
 - Certified Business Intelligence Professional
 - Certified Core Java Developer
 - Certified E-commerce Professional
 - Certified IT Support Professional
 - Certified PHP Professional
 - Certified Selenium Professional
- ▶ **Mobile Application Development**
 - Certified Android Apps Developer
 - Certified iPhone Apps Developer
- ▶ **Security**
 - Certified Ethical Hacking and Security Professional
 - Certified Network Security Professional
- ▶ **Management**
 - Certified Corporate Governance Professional
 - Certified Corporate Social Responsibility Professional
 - Certified Leadership Skills Professional
- ▶ **Life Skills**
 - Certified Business Communication Specialist
 - Certified Public Relations Officer
- ▶ **Media**
 - Certified Advertising Manager
 - Certified Advertising Sales Professional
- ▶ **Sales, BPO**
 - Certified Sales Manager
 - Certified Telesales Executive

& many more job related certifications

Contact us at:
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