

Course Overview:

Financial awareness is vital for HR professionals in modern organizations. This course empowers HR specialists to participate confidently in financial discussions, manage budgets effectively, and align HR strategies with organizational financial goals. Designed for HR personnel aiming to bridge the gap between HR and finance, the course provides essential knowledge to influence strategic decisions and enhance departmental performance through sound financial understanding.

Course Objective:

- Understand and apply key financial concepts relevant to HR functions.
- Prepare and manage HR budgets aligned with organizational goals.
- Analyze and interpret financial statements for informed decision-making.
- Evaluate the financial implications of HR strategies and initiatives.
- Comprehend compliance issues and communicate HR's financial impact effectively.

Course Outline:

Module 1: Understanding Company Finances

- Measuring company performance
- Importance of financial knowledge for HR
- Key financial terms and concepts
- Core financial metrics relevant to HR

Module 2: Exploring and Interpreting Financial Statements

- Income statement analysis: revenue, expenses, profitability
- Balance sheet components: assets, liabilities, equity
- Cash flow statement insights
- Costing and budgeting basics for HR

Module 3: The HR Budgeting Process

- Types of budgeting approaches
- Common budgeting challenges
- Elements and steps in HR budget preparation
- Forecasting HR-related expenditures

Module 4: Making Financially Sound HR Decisions

- Aligning HR and organizational financial goals
- Evaluating financial outcomes of HR actions
- Cost-effective HR strategies
- Financial metrics to support HR initiatives

Module 5: Legal and Compliance Considerations

- HR-relevant financial regulations
- Data privacy and financial security
- Audit and compliance in HR financials
- Effective financial communication with leadership

Module 6: Financial Planning and Forecasting in HR

- Scenario planning and sensitivity analysis
- Long-term financial planning in HR
- Integration with overall business planning

Module 7: Compensation and Benefits Finance

Training Language:

English

Training Methodology:

The course combines various teaching methods, including instructor-led presentations, group discussions, case study analyses, and assessments through quizzes and a final exam to engage participants and ensure they understand and retain the material.

Venue | Date | Fees

Riyadh | 30-11-2025 | 17,250 SAR

Khobar | 30-11-2025 | 0 SAR

- Budgeting for compensation structures
- Financial evaluation of benefits programs
- ROI on total rewards strategies

Module 8: HR Metrics and Financial Reporting

- Designing and interpreting HR financial dashboards
- KPIs for HR cost efficiency
- Data-driven decision-making in HR

Module 9: Strategic HR Financial Management

- Financial implications of workforce planning
- Linking HR initiatives to business performance
- HR's role in value creation

Module 10: Capstone Case Study and Final Review

- Comprehensive case analysis
- Group presentation and discussion
- Final assessment and course wrap-up

Who Should Attend:

- HR Managers and Business Partners
- Compensation & Benefits Specialists
- Talent Acquisition and HR Analysts
- Managers from other departments with HR oversight