

مهندسی سیستم های سازمانی

تمرکز بر سیستم های منابع انسانی

سیستم های سازمانی شما چقدر هوشمندانه کار می کنند؟

مدرس: پژمان حق پناه

مشاور کسب و کار و متخصص استانداردهای ایزو

در این وبینار، نقش مهندسی سیستم ها در بهینه سازی فرآیندهای HR، چالش های سازمانی و راهکارهای فناورانه، یکپارچه سازی سیستم ها و ابزارهای نوین HRIS بررسی می شود.
مخاطبان: مدیران منابع انسانی، مهندسان صنایع و علاقه مندان.

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HRM Based on Systems Webinar





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- **Introduction**
- **Human Resource Management Trends**
- **Benefits of a System**
- **Systemization in HRM**
- **Challenges and Risks**
- **Human resource management system design**
- **BMP & BPMN**
- **Q&A Session**

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PEJMAN HAGHPANAH

BA: Industrial Eng.

Master Degree: Technology Management

Trainer:

- ✓ TUN Nord Iran-Germany Academy
- ✓ IMQ Academy
- ✓ ISQI
- ✓ Hooman Academy
- ✓

Consulting:

Management consulting and organizational leadership of more than 50 large and famous companies in Iran

Author of 20 international and national articles

Author of 3 books

- ✓ Quality Control
- ✓ HSE-MS
- ✓ SPSS

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INTRODUCTION

- ✓ **Why HRM systems?**
- ✓ **Workplace Changes**
- ✓ **HR Technology**





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HUMAN RESOURCE MANAGEMENT TRENDS

Digitalization of processes

Employee Experience

People Analytics

Hybrid Work

Generation Z Organization





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Benefits of a System





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Benefits of a System





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SYSTEMIZATION IN HRM

Recruitment System

Learning & Development

Performance Management System

Payroll & Compensation

Employee retention and satisfaction system

Offboarding



Agility is our advantage



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CHALLENGES AND RISKS

Employee Resistance

Data Security

Algorithmic Discrimination

The Loss of Humanity in HR





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HUMAN RESOURCE MANAGEMENT SYSTEM DESIGN

Needs Assessment

Processes Design

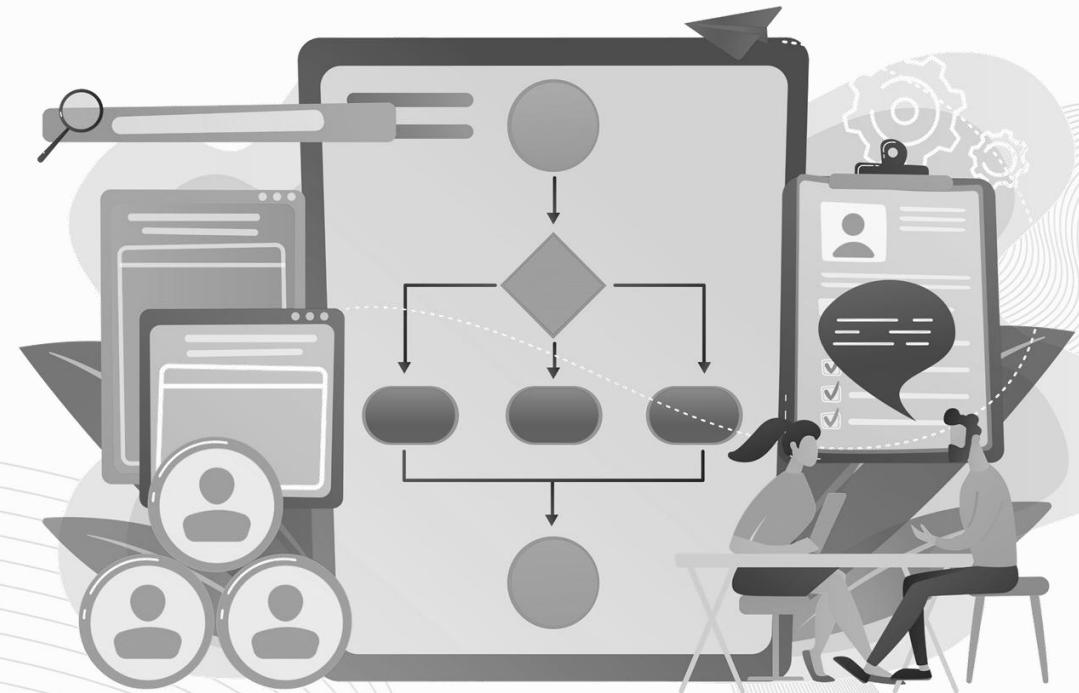
Technology & Tool Selection

Implementation

Training & Change Management

Monitoring & Evaluation

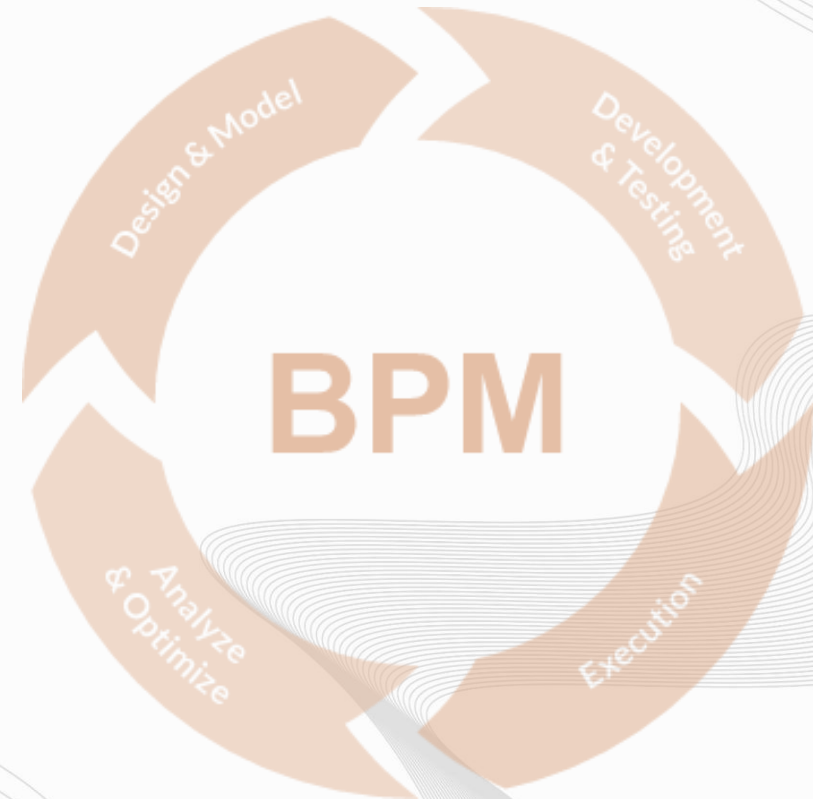
Continuous Improvement



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BPM

“BPM is a discipline that uses various methods, tools, and technologies to design, model, execute, monitor, and optimize business processes, aligning them with an organization’s strategic objectives.”





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BPM

BPM

Process
Profile

Reporting
Structure
(KPIs)

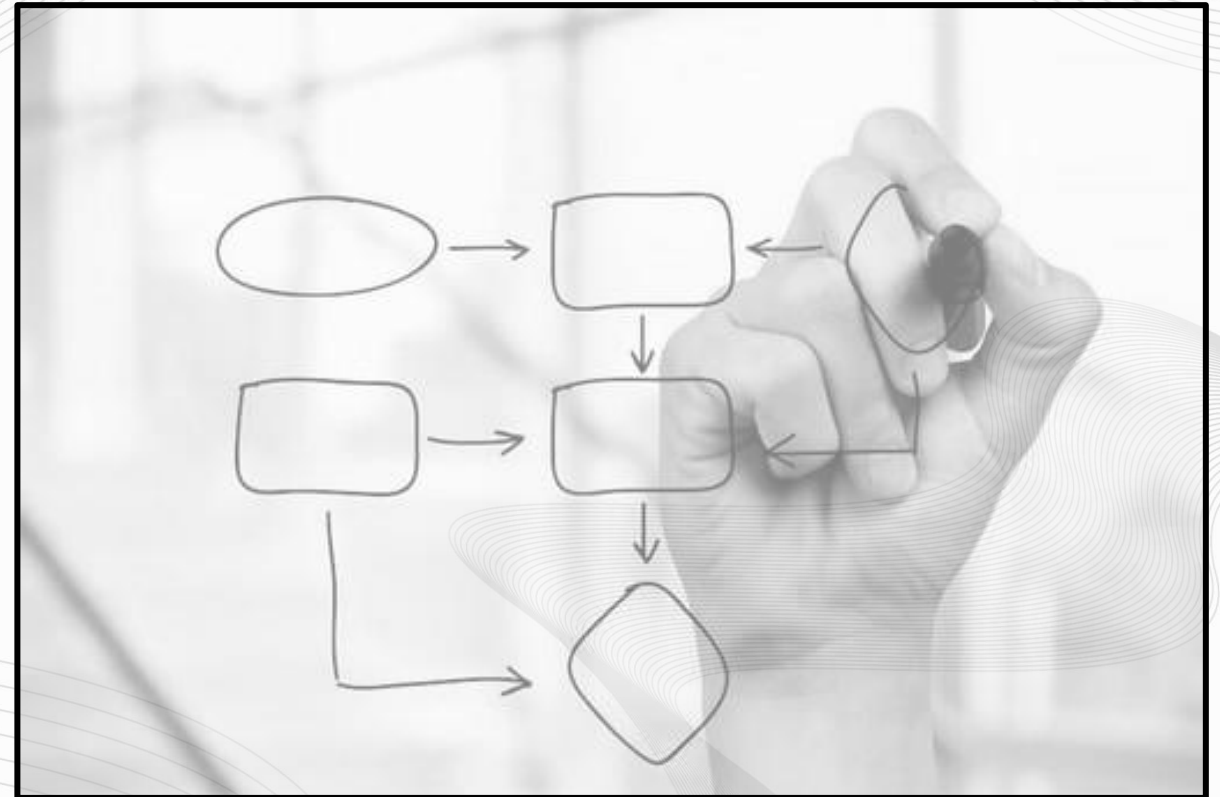
BI-
Dashboards

BPMS/ERP

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BPMN 2.0

“BPMN is a standard developed by the Object Management Group (OMG) for creating graphical models of business process workflows, enabling both business and IT stakeholders to communicate, document, and improve operational processes effectively.”





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Q&A Session





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