

**Report on**  
**Modern Human Resource Management;**  
**Appraising Intrinsic Worth & Evaluation**  
**February 01, 2024**

**Introduction:**

Faculty Development Academy (FDA), the training wing of COMSATS University Islamabad (CUI) has always been striving for the betterment and up-skilling of CUI family. Following the ritual, FDA planned 1 – day training on **Modern Human Resource Management; Appraising Intrinsic Worth & Evaluation**. This workshop was specifically arranged for the Department of HR – Principal Seat, Department of HR – of all campuses of CUI, PD&HRD, and Instructors of Management Science department. HR departments of other campuses of CUI attended the workshop online while Islamabad campus attended in person.

The primary goal of this training program was to equip the university's Human Resource professionals with the latest tools, techniques, and best practices in HR management. The training was held on February 01, 2024 (Thursday) at Junaid Zaidi Library Basement from 10:30 am to 12:30 noon.

**Our Trainer:**

Dr Muhammad Sarfraz a Ph.D. scholar was the resource person. Dr. Sarfraz is a multifaceted Human Resource Management Practitioner with more than 15 + years of rich experience across corporate, consulting, and academics including Pepsi-Cola, Interloop, and MTM. He has also been a visiting faculty at multiple renowned reputed Universities/Institutes. Dr. Sarfraz was also associated with the Human Resource Development Fund (an agency of the Malaysian Ministry of Human Resources). In addition, he has also a rich exposure and experience in global Human Resource Management Practices in local as well as world- leading organizations in ASEAN countries.



**Objectives:**

The objectives of the training program were:

- ✓ To understand the concept of modern HR management and its importance in today's business environment
- ✓ To learn about the latest trends and best practices in HR management, including talent management, performance management, and employee engagement
- ✓ To develop skills in HR planning, recruitment, selection, and retention
- ✓ To understand the role of HR in organizational development and change management

## **Modern Human Resource Management (HRM):**

The domain expert began his session by elaborating the concept of HRM. Modern Human Resource (HR) management is a strategic and integrated approach to managing an organization's most valuable asset - its human capital. It involves a shift from traditional personnel administration to a more proactive and business-focused approach, where HR professionals play a key role in driving organizational success. Modern HR management encompasses a range of activities, including talent acquisition and management, performance management, employee engagement, diversity and inclusion, and benefits administration. It also leverages technology, data analytics, and other tools to support informed decision-making and drive business outcomes. By adopting a modern HR management approach, organizations can improve their ability to attract, retain, and develop top talent, drive business performance, and achieve their strategic objectives.

## **Intrinsic Worth:**

The resource person then defined the concept of 'intrinsic worth'. The hidden or intangible qualities, core skills, personality, behavior, strengths, traits etc. are defined as intrinsic worth. As these characteristics are qualitative, they can't be measured or reflected. They are the inner side of employees. Then



an activity was performed by the trainer in which two members were made partners of each other. They were asked to inquire about the nick name, job description, background, major achievements, strengths and weaknesses of one another. The purpose of this activity was to explore the hidden qualities or worth of the other person.

The trainer discussed the expectations of the workshop. He assured that by the end of the workshop new techniques and tools will be shared to improve the HR working, and new methods will be shared that will help in filling the appraisal forms without any bias.

## **Employee Engagement:**

He enlightened the participants with Employee Engagement that it is a critical component of modern HRM, encompassing motivation, job satisfaction, and employee well-being. Engaged employees are those who are emotionally invested in their work, feel a sense of purpose and fulfillment, and are motivated to contribute to the organization's success. Factors that influence employee engagement include job design, autonomy, feedback, recognition, and opportunities for growth and development. When employees are engaged, they experience higher levels of job satisfaction, are more productive, and are less likely to leave the organization. Furthermore, employee engagement has a positive impact on employee well-being, including physical and mental health, and overall quality of life. By prioritizing employee engagement, organizations

can reap numerous benefits, including improved productivity, retention, and overall business performance.

HR analytics and metrics were also discussed in detail. They are essential tools for modern HR professionals, enabling them to make data-driven decisions, measure the impact of HR initiatives, and drive business outcomes. HR metrics, on the other hand, provide a framework for measuring HR performance, including metrics such as time-to-hire, training ROI, and employee engagement scores. By leveraging HR analytics and metrics, organizations can gain insights into their workforce, identify areas for improvement, and develop targeted strategies to drive business success. This includes predicting talent gaps, identifying diversity and inclusion opportunities, and measuring the effectiveness of HR programs, ultimately leading to better decision-making and improved business outcomes.

### **Conclusion:**

The training program on Modern Human Resource Management was a success, with participants gaining new knowledge and skills in HR management. The program highlighted the importance of HR management in today's business environment and provided participants with practical tools and techniques to apply in their work. It was recommended that the organization must continue to invest in HR training and development programs to enhance the skills and knowledge of HR professionals. Tea and refreshments were served and a group photo was taken at the end of workshop.

