

What is Human Resource management System (HRMS) training and how it works?

Efficient and effective Human Resource Management System (HRMS) plays a critical role in establishing an equitable work environment. We work with factory, HR managers and personnel to strengthen knowledge of human resource management system so that they can find practical solutions to managing HR activities in a systematic and efficient manner. The four harmonized training modules include:

1. Introduction to HRMS
2. Recruitment, Selection, Induction and Training
3. Performance management, Compensation and Benefits
4. HR Strategic Planning/ Working Environment/ Continuous Improvements

To have a training program that is successful and leads to improvements, Better Factories Cambodia (BFC) organizes the agenda as follows.

Each module consists of:

- (1) 2 days in class training,
- (2) a half day working with Human Resource Committee (HRC) at the factory level, and
- (3) a half day for the improvement presentation in class.

(1) To successfully complete all 4 modules, factory needs to spend 8 days in classroom based training. There will be 6 weeks break in between each module. Thus the overall time, factory will complete the 4 modules would be approximately 6 months period. The goal is to provide enough time for each factory to improve and apply what they have learned from the 2 day in class training.

(2) In addition to the above training, after each module, factory will get a half day support from BFC's factory advisor where BFC's factory advisors will go to visit the factory by working closely with HRC to provide advices on agreed actions that factory has developed at the end of 2 days in class training.

(3) After the above support visit from 4-6 weeks, the factory needs to come back to a half day in class training, where factory has the opportunity to present and share the improvements to other factories and get better ideas for better improvements from other participating factories..

In summary, to complete the four modules, factory needs to spend 8 days in class training, 4 half day for factory level support visits by BFC, and 4 half day for improvements presentation in class traioning.