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CERTIFIED

GLOBAL
LEADERSHIP
CONSULTANTS

HUMAN RESOURCES AND TRAINING | HRT-008

Certificate in HR Auditing

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A photograph showing a person's hands pointing at a document with various charts and graphs. The document includes a line graph titled 'Business activity of company and subdivisions' and a pie chart titled 'Relative activity of subdivisions of main company'. The background is a blurred office setting with a laptop and other documents.

Course content

Why Attend

All human resources work has a legal and financial impact on the organization. As such, key human resources employees should ensure the integrity and accuracy of the data they use and the processes they follow in their departments.

One way to ensure this is actually happening is to audit the human resources processes currently in place.

This course is designed to help participants identify the critical areas in human resources that must be audited. It also helps participants decide which questions to ask and determine the minimum requirements for running human resources processes effectively.

Course Methodology

The course is workshop-based, with numerous case studies and team-based activities. Role plays and individual exercises are also incorporated into the course, in addition to a number of presentations by participants.

Course Objectives

By the end of the course, participants will be able to:

- Describe the main cycles within the human resources function
- Define what an audit is, describe its history, and explain the priority of auditing and the plan to conduct a proper audit
- Audit the HR organization chart, legal affairs, and administrative services
- Audit the processes in recruitment and selection, training and development, performance management, and compensation and benefits
- Produce a professionally written HR audit report based on factual findings

Target Audience

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Target Audience

Managers, supervisors, specialists, team leaders, and officers in human resources functions. The course is also very useful for internal audit professionals who are about to start an audit exercise in the HR department in their organization.

Target Competencies

- HR management
- Auditing policies and procedures
- Presenting and communicating
- Report writing
- Questioning techniques
- Risk assessment

Course outline

Human Resources Management

Definitions and objectives of HRM

The primary functions of HR

Examples of HR organization charts

Recruitment and selection cycle

Training and development cycle

Performance management cycle

Compensation and benefits cycle

The Audit Process

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Course content

Course outline

- History and definition of auditing
- Objectives of auditing
- Priority of an HR audit
- Types of HR audits
- Conducting an effective audit
- Creating a plan to conduct an HR audit
- The audit process

Auditing the Basics

- Audit of organization charts
- Statutory compliance audit
- Audit of employee administration process
- Leave administration process
- Payroll administration process
- Computer-based data management system audit

Auditing HR Core Functions

- Recruitment and selection process audit
- Workforce planning
- Recruitment process
- Selection process
- Training and development process audit
- Training Needs Analysis
- Training plans

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Course content

Course outline

- Training design
- Training implementation
- Training evaluation
- Performance management process audit
- System design
- Performance management
- Performance management administration
- Compensation and benefits process audit

HR Audit Reports

- The sections of an HR audit report
- Executive summary
- Introduction
- Audit findings
- Recommendations
- Conclusion
- Appendices
- Effective audit report writing
- HR audit report sample
- Audit follow-up and KPIs

A photograph of a business meeting. Several people are gathered around a table, looking at various charts and documents. One person is pointing at a line graph on a document titled 'Business activity of company and subdivisions'. Another document shows a pie chart titled 'Relative activity of subdivisions of main company'. The scene is lit with blue and yellow light, creating a professional atmosphere.

Seminar dates

Available seminar dates

Live dates and pricing for Certificate in HR Auditing generated from the course details page.

Date	Location	Format	Fee
20 - 24 July 2026	Frankfurt - Germany	Classroom	€3,250.-
3 - 7 August 2026	Barcelona - Spain	Classroom	€3,850.-
7 - 11 September 2026	Kuala Lumpur - Malaysia	Classroom	€2,250.-
12 - 16 October 2026	Rome - Italy	Classroom	€4,250.-
9 - 13 November 2026	Munich - Germany	Classroom	€3,450.-
14 - 18 December 2026	Amsterdam - Netherlands	Classroom	€4,250.-

Live online option

Online delivery is available at €1,850.-.