



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

e-HR: Modern Trends and Applications

Custom Courses / Human Resources and Training

Unit Standard AATICD-0064 · NQF Level 5 · 10 Credits · 5 Days

COURSE OVERVIEW

This course provides HR professionals with a comprehensive understanding of modern e-HR trends and applications. Participants will explore how digital technologies transform HR functions, including recruitment, performance management, and employee engagement, enabling them to implement efficient and strategic HR practices.

Category	Custom Courses
Subfield	Human Resources and Training
Unit Standard	AATICD-0064
Accreditation	SAQA Accredited · NQF Level 5 · 10 Credits
Duration	5 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply e-HR frameworks to streamline HR processes and improve data management.
- Analyze the impact of digital trends such as AI, cloud computing, and analytics on HR functions.
- Evaluate the effectiveness of e-HR systems in enhancing employee experience and organizational performance.
- Design a digital HR strategy that aligns with business objectives and complies with relevant legislation.
- Implement e-recruitment, e-learning, and performance management tools effectively.
- Demonstrate the ability to manage change and address ethical considerations in e-HR implementation.

WHO SHOULD ATTEND

- HR practitioners, managers, and professionals seeking to leverage technology for enhanced HR service delivery.
- It is ideal for those involved in HR transformation projects or looking to update their skills in digital HR.

COURSE OUTLINE

Day 1: Foundations of e-HR and Digital Transformation

- Introduction to e-HR: concepts and evolution
- The digital HR landscape: trends and technologies
- e-HR system modules: core HR, payroll, recruitment, performance
- Benefits of e-HR: efficiency, accuracy, employee self-service
- Strategic HRM and e-HR integration
- Change management for e-HR implementation

Day 2: e-Recruitment and Talent Management Systems

- Online job portals, career sites, and social recruiting
- Applicant Tracking Systems (ATS): workflow and analytics
- e-Assessment and video interviewing tools
- Talent management modules: performance, learning, career paths
- Succession planning with e-HR data
- Employer branding through digital channels

Day 3: Performance Management and Learning in the Digital Era

- e-Performance management: goal setting, feedback, appraisals
- 360-degree feedback tools and integration
- Learning Management Systems (LMS): content, delivery, tracking
- Microlearning, gamification, and mobile learning
- Skills gap analysis and development plans
- Reporting and analytics for learning and performance

Day 4: Employee Self-Service, Analytics, and Compliance

- ESS/MSS portals: functionality and user experience
- Workforce analytics: turnover, absenteeism, headcount trends
- HR dashboards and key performance indicators (KPIs)
- POPIA compliance in e-HR systems
- Electronic leave, time, and attendance management
- HR reporting tools and data visualisation

Day 5: Integration, Implementation, and Future Trends

- e-HR project management: phases, risks, stakeholders
- System integration: APIs, data migration, interoperability
- Artificial intelligence in HR: resume screening, chatbots
- Predictive analytics and people analytics
- Cloud vs on-premise e-HR solutions
- Future of work: remote work, gig economy, digital HR

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **10 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 24,200.00	R 24,200.00
1	In-House	R 31,400.00	R 31,400.00
1	On-Campus (Pretoria)	R 36,200.00	R 36,200.00

UPCOMING SESSIONS

Start	End	Method	Venue
10 Aug 2026	14 Aug 2026	On-Campus	Durban, South Africa
10 Aug 2026	14 Aug 2026	On-Campus	Abu Dhabi, UAE
17 Aug 2026	21 Aug 2026	On-Campus	Harare, Zimbabwe
17 Aug 2026	21 Aug 2026	On-Campus	Shenzhen, China
24 Aug 2026	28 Aug 2026	On-Campus	Bangkok, Thailand
24 Aug 2026	28 Aug 2026	On-Campus	Victoria Falls, Zimbabwe
31 Aug 2026	04 Sep 2026	On-Campus	Lusaka, Zambia
31 Aug 2026	04 Sep 2026	On-Campus	London, UK

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

- 1. Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard AATICD-0064) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
- 2. Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
- 3. Apply by phone or WhatsApp:** call +27 12 004 8389 or WhatsApp +27 65 077 6310 and we will prepare your quotation and reserve your seats.
- 4. Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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