

PIPD

Elevate Your Skills, Expand Your Horizons

Total One Time
Fee 5,000
No Hidden
Charges



ONLINE CLASSES

Brochure

PIPD:CHRP 9.0 CERTIFIED HR PROFESSIONAL

Starting From 9th July 2025 **Zero Tuition Fee**

🕒 08:00PM TO 11:00PM



EVERY WEDNESDAY, THURSDAY & FRIDAY

Course Curriculum

- July 9, 2025 ✓ **Orientation**
- July 10, 2025 ✓ **Module 1: Strategic HR**
- July 16, 2025 ✓ **Module 2: Policy Development**
- July 17, 2025 ✓ **Module 3: Organization Development**
- July 23, 24, 25, 2025 ✓ **Module 4: Talent Acquisition & Employee Experience**
- July 30, 31, 2025 ✓ **Module 5: Learning & Development**
- August 6, 7, 2025 ✓ **Module 6: Compensation & Benefits**
- August 13, 2025 ✓ **Module 7: Diversity, Equity, Inclusion & Belonging.**
- August 14, 2025 ✓ **Module 8: HR Business Partner**
- August 20, 21, 22, 2025 ✓ **Module 9: Performance Management Systems.**
- August 27, 2025 ✓ **Module 10: HR Audits & Compliance**
- August 28, 2025 ✓ **Module 11: HR Digital Transformation**



APPLY NOW

www.pipd.pk/course



APPLY NOW

This is the Application form only. **Registration Form** will be sent via whatsapp 03157867473

NOTICE

Failure to meet any one of the following requirements at any stage of the certification process will result in your disqualification from the PIPD program:

- ✓ Currently employed in a human resources role.
- ✓ Holder of a sixteen-year degree, such as a BBA, MBA, MA, BS, MS, MPhil, or an equivalent qualification representing equal or more than 16 years of education.
- ✓ A minimum of two years (24 months) of practical experience in HR.
- ✓ Not currently enrolled in any university, diploma program, or course, and no intention to enroll during the course duration.
- ✓ Willingness to commit to three hours daily (from 8 PM to 11 PM), seven days a week, for a period of 90 days (totaling over 270 hours).

If you meet all the requirements, please proceed to the following pages.

Greetings from the **PIPD – Institute of Professional Development**. Pakistan's 1st Zero Tuition Fee, Virtual Training Institute. Unlock a world of learning in HRM, Recruitment & Selection, Learning & Development, Compensation & Benefits, Organization Development, Performance Management, HR Audits, HR Leadership, DEI, and more – all with zero tuition fees!

We're thrilled you're considering joining this transformative journey. Get ready for a three-month intensive program, commencing on **9th July 2025**. Let's redefine HR education in Pakistan together!

About PIPD:

Welcome to the ever-evolving world of PIPD – Pakistan's First Virtual Live Session based Freemium HR Certification Institute, where education transcends boundaries, and financial barriers cease to exist. Building upon the success of our inaugural batch, PIPD is thrilled to announce the launch of **PIPD:CHRP 9.0**, a three-month intensive Professional Certification in Human Resource program.

Scheduled to commence on **9th July 2025**, **PIPD:CHRP 9.0** promises to be an enriching journey for HR enthusiasts and professionals alike. With a fresh lineup of 11 comprehensive modules, Fundamentals of Strategic HR, Organization Development, Policy Development, Talent Acquisition & Employee Experience, Learning & Development, Diversity, Equity, and Inclusion, Compensation & Benefits, Performance Management Systems, HR Audits & Compliance, Role of HRBP, HR Digital Transformation.

This program is designed to set new benchmarks in HR education in Pakistan.

Why This Course?












HR is no longer just a support function—it is a strategic force driving business success. This course equips professionals with the expertise to attract top talent, enhance performance, and foster a thriving workplace.

Key Skills & Their Impact

- **Strategic HR:** Master HR functions, Dave Ulrich's model, and workforce strategy. Strategic HR boosts business performance by 70% (SHRM).
- **Talent Acquisition & Employee Experience:** Learn recruitment, job analysis, and retention tactics. Strong hiring improves retention by 82% (Glassdoor).
- **Learning & Development:** Design impactful training and career growth plans. 94% of employees stay longer when companies invest in growth (LinkedIn).
- **Organization Development:** Drive transformation through HR metrics and OD strategies. Structured OD increases productivity by 30% (McKinsey).
- **Policy Development:** Implement policies that enhance governance and compliance. 80% of HR leaders say strong policies reduce legal risks (PwC).
- **Diversity, Equity & Inclusion:** Build an inclusive, high-performing workplace. Diverse companies outperform competitors by 35% (Harvard Business Review).
- **Compensation & Benefits:** Optimize payroll, benefits, and financial well-being. 63% of employees prioritize compensation for job satisfaction (Gallup).
- **Performance Management:** Align KPIs, OKRs, and 360-degree feedback with business goals. Effective performance systems increase productivity by 25% (Deloitte).
- **HR Audits & Compliance:** Mitigate risks with robust audits and legal compliance. Non-compliance fines can reach \$1 million annually (SHRM).
- **HR Business Partnering:** Bridge HR and business strategy with data-driven decisions. 73% of CEOs rely on HRBPs for transformation (Gartner).
- **HR Digital Transformation:** Leverage AI, automation, and cloud-based HR solutions. 60% of HR tasks can be automated, boosting efficiency by 30% (PwC).

Lead the Future of HR: This course transforms HR professionals into strategic business leaders, equipping them with cutting-edge tools and real-world expertise. Enroll now and shape the future of HR!

Starting From 9th July 2025

| Session No. | Date | Topic |  | Type | Completely Virtual Microsoft Teams |
|--------------|-----------------|---|--|------------------------|--|
| Session - 1 | July 9, 2025 | Orientation Session. |  | Duration | 09 Weeks Classes + 3 Weeks Project, Exam & Interviews |
| Session - 2 | July 10, 2025 | Module: Strategic HR | | | |
| Session - 3 | July 11, 2025 | Module: Personal Branding | | | |
| Session - 4 | July 16, 2025 | Module: Policy Development |  | Virtual Live Classes | RECORDINGS WILL NOT BE FURNISHED UNDER ANY CIRCUMSTANCES. |
| Session - 5 | July 17, 2025 | Module: Organization Development | | | |
| Session - 6 | July 18, 2025 | Module: AI in Human Resources | | | |
| Session - 7 | July 23, 2025 | Module: Talent Acquisition |  | Completion Certificate | Upon successful completion of all assignments, projects, exams, and interviews, a certificate will be issued. |
| Session - 8 | July 24, 2025 | Module: Employee Experience | | | |
| Session - 9 | July 25, 2025 | Module: International Recruitment | | | |
| Session - 10 | July 30, 2025 | Module: Learning & Development - Day 1 |  | Day & Time | Every Wednesday, Thursday Friday 08 PM TO 11 PM |
| Session - 11 | July 31, 2025 | Module: Learning & Development - Day 2 | | | |
| Session - 12 | August 1, 2025 | Module: Psychometric & Human Resources. | | | |
| Session - 13 | August 6, 2025 | Module: Compensation & Benefits - Day 1 |  | Assignments Methods | When a module is completed, you need to start working on its assignments, which you probably already know about. First, make a presentation covering all the topics discussed in the module and collect any supporting documents needed. After that, create a video presentation where you explain each topic and go through the supporting documents. |
| Session - 14 | August 7, 2025 | Module: Compensation & Benefits - Day 2 | | | |
| Session - 15 | August 8, 2025 | Module: Labor Laws | | | |
| Session - 16 | August 13, 2025 | Module: HCM Software Demo |  | Assignments Methods | When a module is completed, you need to start working on its assignments, which you probably already know about. First, make a presentation covering all the topics discussed in the module and collect any supporting documents needed. After that, create a video presentation where you explain each topic and go through the supporting documents. |
| Session - 17 | August 14, 2025 | Module: Diversity, Equity, Inclusion & Belonging. | | | |
| Session - 18 | August 15, 2025 | Module: HR Business Partner | | | |
| Session - 19 | August 20, 2025 | Module: HR Audits. |  | Assignments Methods | When a module is completed, you need to start working on its assignments, which you probably already know about. First, make a presentation covering all the topics discussed in the module and collect any supporting documents needed. After that, create a video presentation where you explain each topic and go through the supporting documents. |
| Session - 20 | August 21, 2025 | Module: HR Compliance | | | |
| Session - 21 | August 22, 2025 | Module: ESG's - Environmental, Social, and Governance. | | | |
| Session - 22 | August 27, 2025 | Module: Crafting SMART KPI's |  | Assignments Methods | When a module is completed, you need to start working on its assignments, which you probably already know about. First, make a presentation covering all the topics discussed in the module and collect any supporting documents needed. After that, create a video presentation where you explain each topic and go through the supporting documents. |
| Session - 23 | August 28, 2025 | Module: Performance Management Systems. | | | |
| Session - 24 | August 29, 2025 | Module: Performance Management Systems. | | | |
| Session - 25 | Sept 3, 2025 | Module: ISO Standers |  | Assignments Methods | When a module is completed, you need to start working on its assignments, which you probably already know about. First, make a presentation covering all the topics discussed in the module and collect any supporting documents needed. After that, create a video presentation where you explain each topic and go through the supporting documents. |
| Session - 26 | Sept 4, 2025 | Module: International Certifications. | | | |
| Session - 27 | Sept 5, 2025 | Module: HR Digital Transformation | | | |
| | Sept 6-13, 2025 | Final Interviews |  | Assignments Methods | When a module is completed, you need to start working on its assignments, which you probably already know about. First, make a presentation covering all the topics discussed in the module and collect any supporting documents needed. After that, create a video presentation where you explain each topic and go through the supporting documents. |
| | Sept 13, 2025 | Final Project | | | |
| | Sept 14, 2025 | Examination (1st Attempt) | | | |
| | Sept 21, 2025 | Examination (2nd Attempt) | | | |

Note: Please note that this course demands a commitment of 3-4 hours daily for the next three months.

We proudly introduce our esteemed speakers and trainers for the **Zero Tuition Fee** CHRP Program. HR leaders who have conducted sessions with a strong vision of giving back to society. **Meet The True Leaders.**



RUKHSINDA MEHAR

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CERTIFIED HR ANALYTICS PROFESSIONAL
HUMAN RESOURCES CONSULTANT AND TRAINER



ARSALAN AHMAD KHAN

EVP - HEAD OF TALENT MANAGEMENT,
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ALI NOMAN

SENIOR VICE PRESIDENT
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ABU-BKR ISMAIL

GLOBAL TALENT ACQUISITION
SPECIALIST



WAQAS AHMED KHAN

MANAGEMENT CONSULTANT
KUZA VENTURES

Note: By clicking on a trainer's photo, you will be taken to a LinkedIn post associated with the trainer's LinkedIn profile and expertise session at PIPD.

Comprehensive Module-Wise Course Outline

Module 1: Modern HR

- Most Suitable Personality for HRM
- HR Introduction & Its Role
- Evolution of Human Resource Management
- Job titles for Human Resources
- Functions of Human Resource Management
- Dave Ulrich's Human Resource Model

Module 2: Talent Acquisition & Employee Experience

- Recruitment & Selection Process
- Talent Acquisition
- Recruitment System
- HRM Planning
- Job Analysis and Design
- Job Specification and Job Description
- Induction Orientation and Placement
- Recruitment Dashboard
- Competency-based Interview Tactics
- Employee Retention Tactics

Module 3: Learning & Development

- Training Need Analysis
- Training Design & Methods
- Training Evaluation
- Career Development
- Staff Personal Development
- Staff Professional Development

Module 4: Organization Development

- What is Organization Development
- Stages of Organization Development
- Relationship between HR & OD
- Examples of Organization Development
- Fundamentals of Organization Development
- Human Resources Organization Chart
- Function of Human Resource
- Organizational Development Examples
- HR Metrics for Organizational Development
- Organization Development Process
- Role of OD in Company Growth
- Scope of OD in Corporate Sector
- Steps of OD Implementation & Execution

Module 5: Policy Development

- Recruitment and Selection Policies
- Employee Onboarding Policies
- Compensation and Benefits Policies
- Performance Management Policies
- Workplace Conduct and Ethics Policies
- Remote Work and Flexible Policies
- Leave and Time Off Policies
- Training and Development Policies
- Health Policies
- Technology and Data Privacy Policies

Module 6: Diversity, Equity, and Inclusion

- Diversity Initiatives
- Equity Policies
- Inclusion Strategies
- Training and Awareness Programs
- Leadership and Accountability
- Accessible Work Environment

Module 7: Compensation & Benefits

- Efficient Payroll Filing and Documentation
- Timesheet Management
- Leave Management

Module 7: Compensation & Benefits

- Salary Management
- Analyzing and Reporting Payroll Data
- Employee Benefits Contributions
- Issuance of Letters and Employee Queries
- Payroll Reporting and Analysis
- Emerging Trends in Payroll Management
- Provident Fund and Full & Final Statement
- Introduction to Benefit Programs
- Claims for Old-Age Pension, Survivor's Pension, Old-Age Grant
- PESSI Benefit Claims, Sickness Benefits
- PWWF Claims for Scholarship, Death Grant, Marriage Grant

Module 8: Performance Management Systems

- Key Components of Performance Management
- Performance Management Implementation
- Management by Objectives (MBO)
- 360-Degree Feedback
- Behaviorally Anchored Rating Scale (BARS)
- Psychological Appraisals
- OKRs and Balance Score Cards (KPIs)
- Formulation and Relation of KPIs with Business

Module 9: HR Audits & Compliance

- Types of Audits
- Objectives of HR Audit
- KPIs for Audit Checklist
- Process Flow of HR Audit
- Legal Compliance Audits
- Policy and Procedure Audits
- Record-Keeping and Documentation Audits
- Employee Classification Audits
- Benefits and Compensation Audits
- Health and Safety Audits
- Audits for Diversity, Equity, and Inclusion (DEI)
- Audits for Training and Development Compliance
- Third-Party Compliance Audits
- Audit Follow-Up and Remediation

Module 10: Role of HRBP

- Strategic Business Alignment
- Talent Management
- Change Management
- Performance Management
- Employee Relations
- HR Analytics and Data-Driven Decision-Making
- Training and Development
- HR Policy Implementation
- Workforce Planning and Forecasting
- Business Partnering and Consultation

Module 11: HR Digital Transformation

- Digital HR Systems Integration
- Cloud-Based HR Solutions
- Employee Self-Service Portals
- AI and Automation in HR Processes
- Digital Recruitment Tools
- Learning Management Systems (LMS)
- Data Analytics for HR Decision-Making
- Mobile HR Applications
- Cybersecurity in HR
- Digital HR Culture and Change Management

Some of the topics mentioned below will also be covered!

Personal Branding in Human Resources

- Defining Personal Branding: What is personal branding, and why it matters in HR.
- Building Your Online Presence: Utilizing LinkedIn and social media for HR professionals.
- Crafting a Unique Value Proposition: How to differentiate yourself in the HR field.
- Networking for HR Success: Strategies to connect with influencers and industry leaders.
- Personal Brand Audit: Self-assessment to understand your current brand.
- Consistency Across Channels: Aligning your personal brand across online platforms, blogs, and conferences.
- Leveraging Testimonials and Recommendations: Strengthening your personal brand through social proof.
- Ethical Considerations in Personal Branding: Staying authentic and avoiding over-inflation of your expertise.

ChatGPT in Human Resources

- Introduction to ChatGPT: Overview of ChatGPT and its capabilities in HR.
- Automating HR Queries: How ChatGPT can handle routine HR inquiries and FAQs.
- Interview Scheduling and Coordination: ChatGPT's role in managing interviews and assessments.
- Employee Engagement & Feedback Collection: Using ChatGPT to gather insights and feedback from employees.
- Talent Acquisition Support: How ChatGPT can assist in candidate sourcing and initial screening.
- Learning & Development Assistance: Customizing training and onboarding programs using AI.
- Limitations of ChatGPT in HR: Ethical and practical challenges of AI in human resource functions.
- Future Trends of AI in HR: How AI will evolve within the HR domain.

International Recruitment

- Global Talent Pool Identification: Strategies to attract international candidates.
- Navigating Cultural Differences: Cultural sensitivities in international hiring.
- Compliance with International Hiring Laws: Understanding work permits, visas, and legal requirements.
- Remote Recruitment Tools: Best practices for conducting remote interviews and assessments.
- Adapting Employer Branding for Global Audiences: Tailoring your employer brand to appeal to international talent.
- Onboarding International Hires: Best practices for virtual onboarding and orientation.
- Salary Benchmarking & Compensation Structures: Managing international payroll and benefits packages.
- Overcoming Language Barriers: Effective communication strategies when recruiting globally.
- Understanding of Employment Laws
- Overview of Employment Law: Key elements and common regulations in employment law.
- Employment Contracts and Offer Letters: Legal considerations when drafting employment agreements.

- Employee Rights and Responsibilities: Key employee entitlements, including wages, overtime, and rest periods.
- Termination and Severance: Legal procedures and obligations during termination.
- Discrimination and Harassment Policies: Understanding legal frameworks around workplace equality.
- Workplace Safety Regulations: Employer obligations for creating safe working environments.
- Compliance with Labor Laws: Managing compliance audits and legal documentation.
- Changes in Employment Law: Staying up-to-date with new laws and regulations.

Crafting SMART KPIs that Drive Performance Excellence

- Introduction to SMART KPIs: Understanding the concept of Specific, Measurable, Achievable, Relevant, and Time-bound KPIs.
- Aligning KPIs with Business Objectives: How to ensure KPIs reflect strategic goals.
- Defining Specific Goals: Breaking down business objectives into clear and specific performance indicators.
- Measurability of KPIs: Establishing metrics and criteria for tracking progress and performance.
- Achievable KPIs: Balancing ambition with realism when setting performance targets.
- Relevance of KPIs to Job Roles: Crafting KPIs that directly impact employees' roles and responsibilities.
- Time-bound KPIs: Setting appropriate timelines for the achievement of KPIs.
- Reviewing and Revising KPIs: How to adapt KPIs based on business changes or performance feedback.
- Using KPIs to Drive Employee Motivation: Connecting KPIs with performance reviews, rewards, and development.
- Common Mistakes in KPI Development: Pitfalls to avoid when creating KPIs that align with business success.

Psychometric & Human Resources

- Introduction to Psychometric Testing
- Types of Psychometric Assessments
- Using Psychometrics in Hiring
- Employee Development via Psychometrics
- Interpreting Test Results
- Ethics in Psychometric Testing
- Challenges in Psychometrics
- Leadership Development through Psychometrics

ISO Standards – ISO 9001:2015, ISO/IEC 27001:2022, ISO 14001:2015

- Overview of ISO Standards
- ISO 9001: Quality Management
- ISO/IEC 27001: Information Security
- ISO 14001: Environmental Management
- Implementing ISO Standards
- Benefits of ISO Certification
- Preparing for ISO Audits
- Adapting to New ISO Versions

Demo Dashboard & Reports Session on FlowHCM®

International Certifications – SHRM, HRCI & Many More...

THANK YOU!

Please do not hesitate to reach out us for any further information or clarification.

HELP DESK CONTACT INFO



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PROFESSIONAL
DEVELOPMENT

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TEXT MESSAGE ONLY



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