

Held in
English

Cost Reduction in Human Resources

How to save money at the right place!

- ▶ Organizational Development
- ▶ Policies & Benefits
- ▶ Efficient HR Systems
- ▶ Efficient Recruiting
- ▶ Compensation & Benefits
- ▶ Staff Cuts & Outsourcing



Mag.
Thomas Remes

Benefits

Cost awareness in Human Resources Management is a necessary approach. But how can you develop the appropriate range of economy measures?

The experienced trainer will pass on his knowledge, methods and experiences for optimizing processes and costs as well as valuable know-how for reorganization measures and negotiations with the works council.

Important for

- Board members & Managers
- HR-Managers
- Staff of HR departments

Key Content

Organizational Development – Find out the strengths and weaknesses of your organization.

- Organizational Review
- Empty Seat Kaizen
- Job Descriptions
- Knowledge databases

Develop your people and offer them perspectives

- Appraisals
- Manage Retention Risks
- Career perspective
- Protect your “Human Resources” against headhunting

Policies / Benefits – Have compliant and efficient policies in place and keep your expenses under control

- Travel & expenses policies
- Pension / retirement policies

Efficient HR systems – Use efficient software and systems and keep the spendings under control

- Payroll
- Absence management
- Expenses

Efficient Recruiting – Get the best talents and don't spend too much for consulting

Compensation & Benefits

- Benchmarking
- Bonus / Commission Systems / Policies
- Absence management / Holiday Consumption

Staff cuts

- Redundancy programs
- Outsourcing / Outplacement
- Negotiations with the works council
- Legal aspects
- Internal / External communication

Your Trainer

Mag. Thomas Remes is a lawyer with more than 15 years' experience in human resources management. He was working as HR-Manager for Leica Microsystems for six years and is now responsible for the human resources management at the Styria Media Group in the Vienna area. He has profound experience in change management, in restructuring and negotiations with works council.

Date/Location

Monday, 11 November 2019

or

Monday, 11 May 2020

from 8:30 am check-in with welcome coffee

Seminar from 9:00 am to 5:00 pm

ÖPWZ, 1010 Vienna, Rockhgasse 6

We are pleased to give you accommodation options.

Please call us: Customer Service, +43 1 533 86 36-26

Seminar fee (excl. 20 % VAT)

Including lecture notes, welcome coffee, break refreshments, lunch and ÖPWZ certificate

€ 535,- per person

€ 475,- for persons from all companies, that are members ÖPWZ Forum Personal



Cancellation

Up to two weeks before the seminar begins, you can cancel in writing free of charge. After that, 50% of the seminar fee are charged, from the beginning of the seminar the full seminar fee is to pay. Of course, a representation of the subscribed person is possible without additional costs.

Information

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11 November 2019 | PM 911 483

11 May 2020 | PM 005 483

Title | first name and sur name | job title

Company | industry | number of employees

Address | billing address

Phone | fax | e-mail

Contact person at secretariat | e-mail

Date | Signature