

PROGRAM SYLLABUS

HR Generalist

Online Certification Program

Last update: October 16, 2024

AIHR | ACADEMY TO
INNOVATE HR



An overview

of what you can expect from this program

Gain the skills to succeed as an HR Generalist

Succeeding as an HR Generalist demands a solid and diverse skill set, as well as strong foundational knowledge of various areas of HR. From setting up policy frameworks to managing payroll, you are an HR department of one. The HR Generalist Certificate Program has been designed to support HR professionals in mastering this dynamic and challenging role.

The HR Generalist certificate program gives you the knowledge, tools, and templates you need to make an impact as an HR Generalist. Enroll now and gain the skills to build and execute key HR processes, navigate challenging conversations, and add value to your business.

	Type	Online self-paced learning
	Language	English (including subtitles)
	Duration	42 hours
	Access	12 months
	Structure	5 courses + capstone project / 12 modules
	Testing	Quizzes, assignments, capstone project
	Digital certificate upon completion (including LI token)	
	Eligible for HRCI, HRPA & SHRM credits	
	Reading materials & bonus content	
	60-day money back guarantee	

Learn in-demand skills

and take your career to the next level

Learning objectives



HR Operations

Understand key HR processes — from recruitment to payroll, and from performance management to employee engagement.



HR in a Scaling Business

Learn how a scaling business impacts HR, and how to organize a HR service delivery model to enable further growth.



Structuring HR

Enhance your HR toolkit with expertise to develop a truly strategic HR function, including HRM skills and stakeholder management.



Avoid Common Mistakes

Keep your HR operation on track by learning about common HR mistakes and how you can avoid them.

The perfect fit for

This course is for professionals who are taking their first steps in Human Resources Management, or want to improve their performance as an HR generalist.

This is a particularly good fit for those who have just joined a growing business as their only HR hire, or who are transitioning into an HR role.

Curriculum structure

Practical. Comprehensive. Game changing.

• 2 MODULES

Driving Business Value & Measuring Success

• 3 MODULES

Policies & Processes for the Employee Lifecycle Model

• 2 MODULES

HR in a Scaling Business

• 2 MODULES

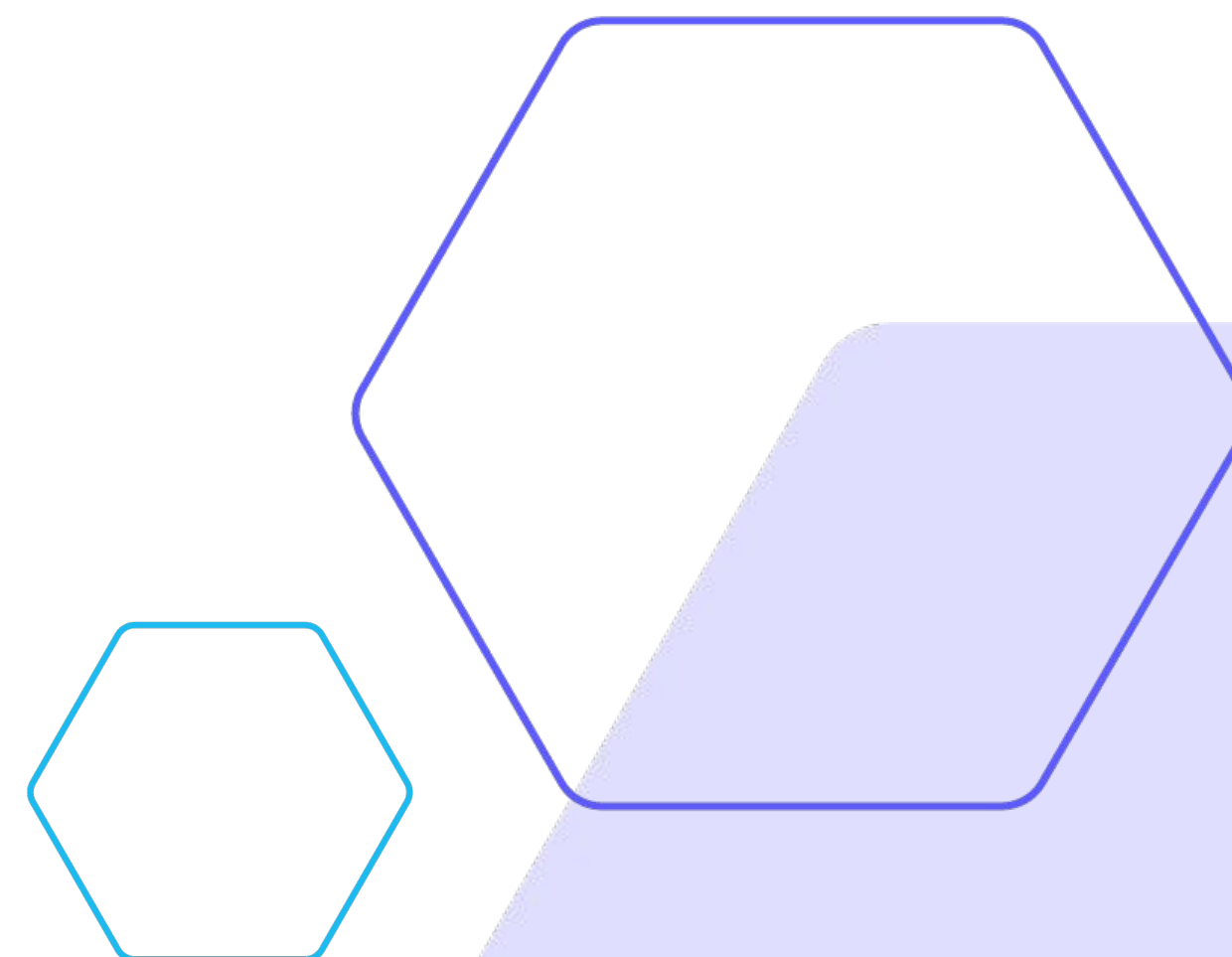
HR Communications Toolkit

• 3 MODULES

HR in Practice: Daily Operations & Strategy Design

• 1 MODULE

Capstone Project



A detailed look

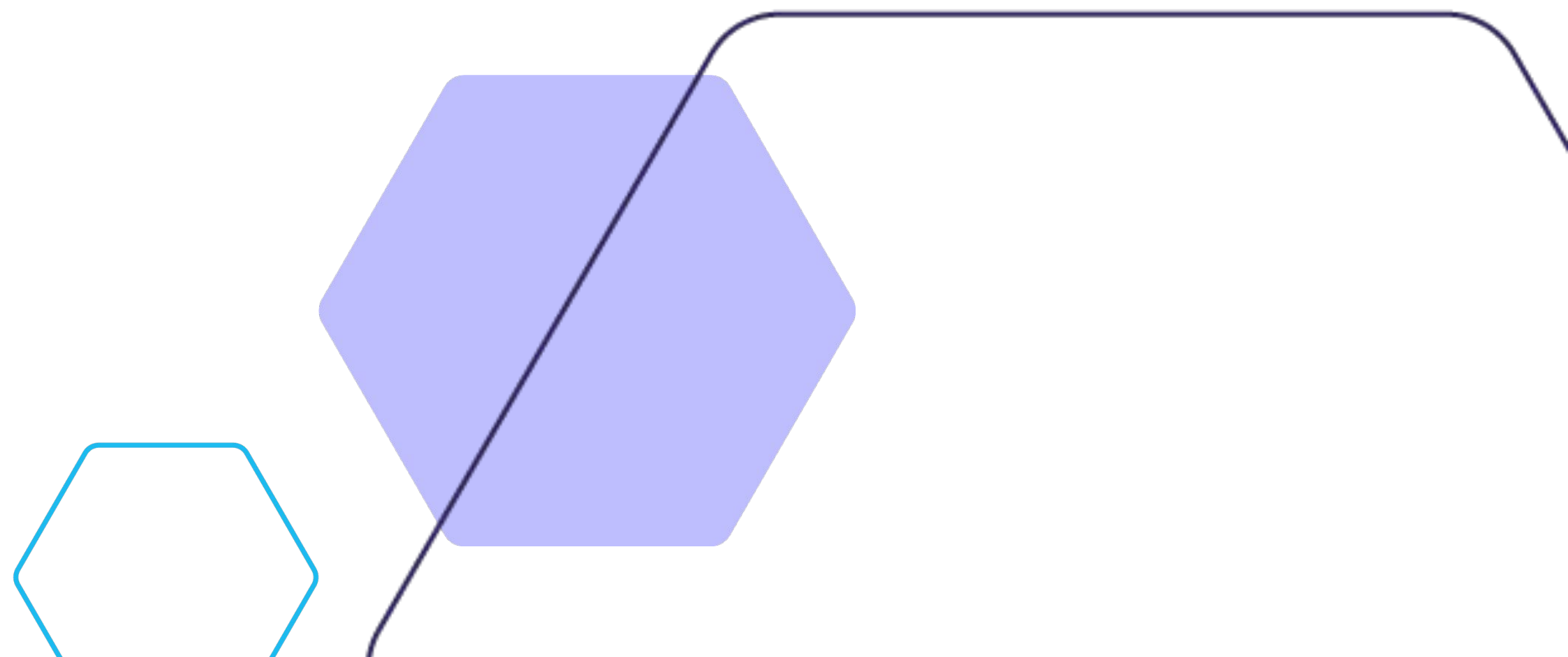
at the curriculum and modules

2 MODULES

Driving Business Value & Measuring Success

Start the program by examining the role of the HR generalist and understanding how you add value to the organization. What are your key responsibilities, and what can you do to make a difference? You will also learn how to create an HR canvas to communicate effectively with stakeholders and set relevant KPIs, letting you quantify your impact on the company.

- **The HR Generalist in Context**
- **Using the HR Canvas**





3 MODULES

Policies & Processes for the Employee Lifecycle Model

Next, it's time to get practical. You will kick off this module by learning to expertly position HR within the organization, set up a policy framework, and master the payroll process. You will also focus on people: from attracting the right candidates with a powerful employer brand to keeping employees motivated with effective performance and reward processes.

- **Getting the 4Ps in Place**
- **Bringing the Right People On-Board**
- **Keeping People Motivated and Connected**

2 MODULES

HR in a Scaling Business

With the foundations of HR established, it's time to take a closer look at HR for scaling businesses. You will learn about the scale up cycle and how to respond to each stage — including challenges such as downsizing and reorganization. Other key topics include building a culture-based strategy, and leader and founder dynamics. You will close the course by developing an HR operating model that is customized for a scaling business.

- **What Does it Mean to Scale?**
- **The Scale-Up HR Operating Model**



2 MODULES

HR Communications Toolkit

Soft skills are a crucial part of your HR toolkit, and this course helps you take them to the next level. You will learn about tools you can use to navigate difficult conversations, such as different listening strategies and communication styles. You will also study conflict management, and learn how to effectively provide feedback.

- **Preparing for a Courageous Conversation**
- **Conversation Strategies in Action**

3 MODULES

HR in Practice: Daily Operations & Strategy Design

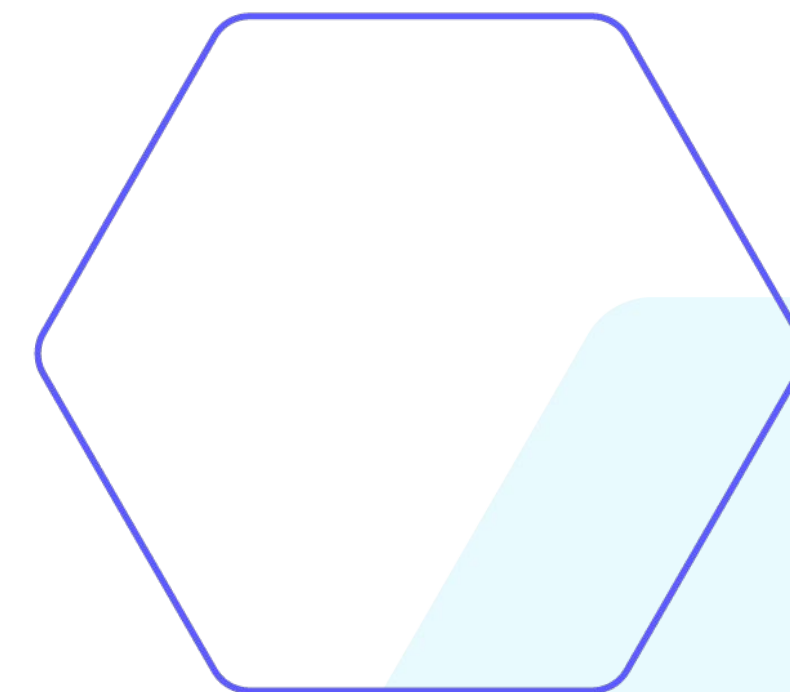
Finally, you will close the program by getting into practical HR operations. You will learn how to plan, organize, and structure HR, and how to utilize HR technology for maximum effect. This course will also walk you through key aspects of strategic HR, from leading an HR team to acting as a business partner. Finally, you will learn about common HR mistakes and what you can do to avoid and overcome them.

- **Managing a Function**
- **Bringing Strategy to The Function**
- **Avoiding Common Pitfalls**

1 MODULE

Capstone Project

The capstone project will help you put your newly acquired knowledge and skills into practice. The project covers a wide range of topics included in the certificate program, so that can confidently apply your new HR Generalist expertise in your organization.



Proven online learning for Human Resources Professionals



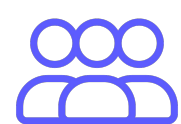
Real-world projects

Develop practical skills through working on real-world projects and studying dozens of inspiring case studies



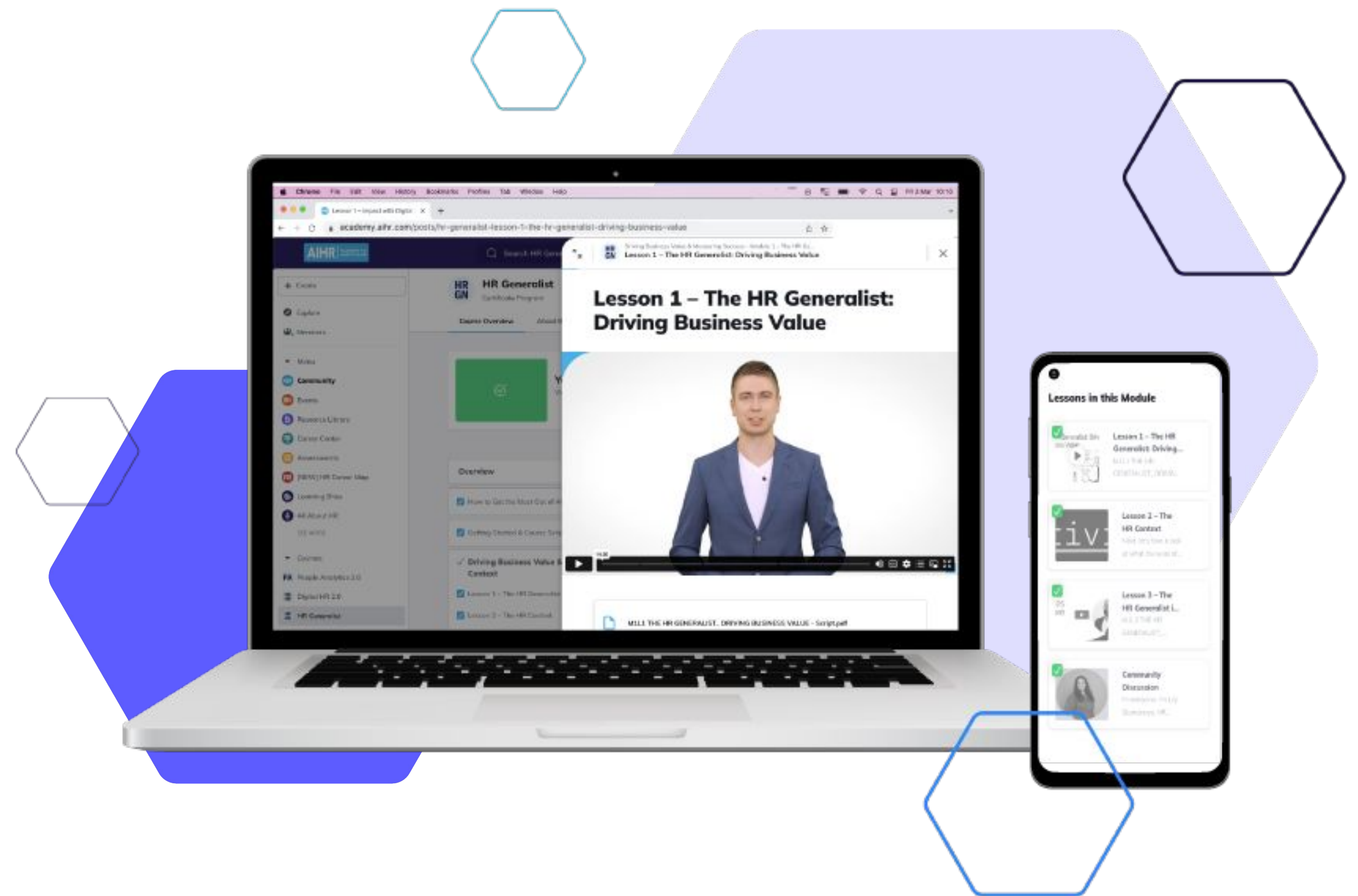
Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs. Including a smartphone app.



Practitioner community & coach

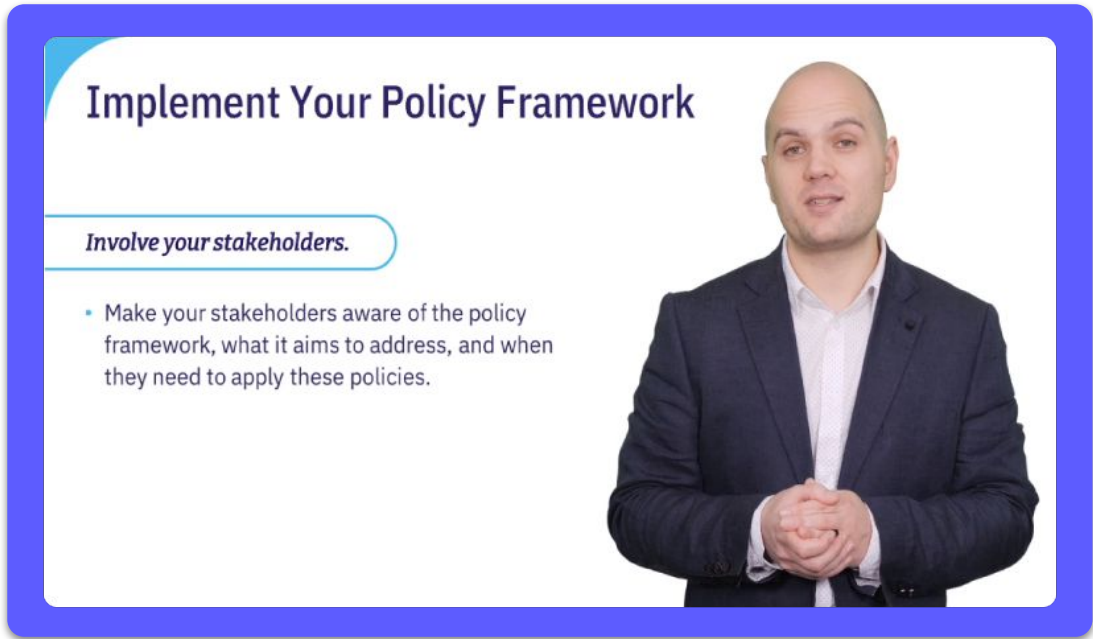
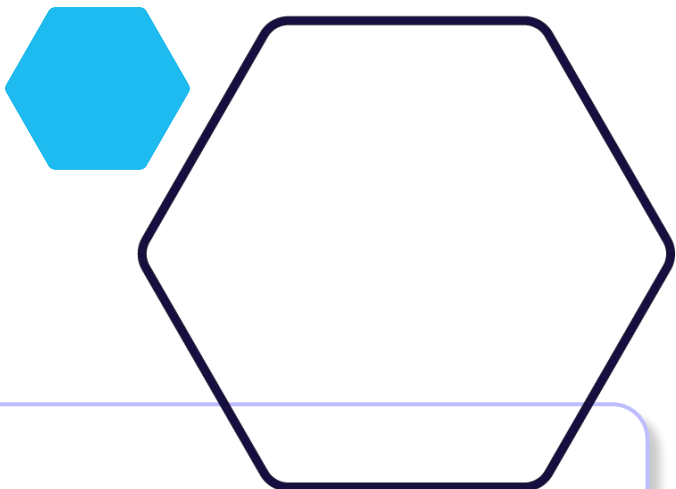
Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.



AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM)

Get a sneak peek

of lessons and course materials



Engaging video lessons

Learn at your own pace with bite-sized, pre-recorded lessons by leading HR experts.

Watch preview lessons



Practical guides

Fulfill your responsibilities as an HR Generalist with ease with practical downloadable guides.

Download your guide

Example

Essential data					
Exiting position's hourly rate of pay		25			
Supervisor's hourly rate of pay		30			
HR/Recruiting/Payroll average rate of pay		27			

	HARD COSTS	Hours	Wages	Other costs	Total
Separation costs	Exit Interview (staff administration time)	1	US\$ 27.00		US\$ 27.00
	Exit Interview (departing employee being interviewed time)	1	US\$ 25.00		US\$ 25.00
	Payout of annual leave for departing employee	80	US\$ 25.00		US\$ 2,000.00
	Other separation costs (unemployment benefits)			US\$ 1,000.00	US\$ 1,000.00
Separation costs					US\$ 3,052.00
Vacancy costs	Current employee extra work	40	US\$ 25.00		US\$ 1,000.00
	Temporary hire	40	US\$ 20.00		US\$ 800.00
	Vacancy costs				US\$ 1,800.00
Replacement costs	Requisition/Job postings (administrative time and ad costs)			US\$ 500.00	US\$ 500.00
	Interviewing time	10	US\$ 27.00		US\$ 270.00
	Preemployment testing (administrative time and/or costs)	2	US\$ 27.00	US\$ 700.00	US\$ 754.00
	Reference/Background checking (time and/or vendor costs)	1	US\$ 27.00	US\$ 700.00	US\$ 727.00
	Drug testing (administrative time and/or vendor costs)	1	US\$ 27.00	US\$ 500.00	US\$ 527.00
Job offer and onboarding (administrative time)					US\$ 4.00

Downloadable templates

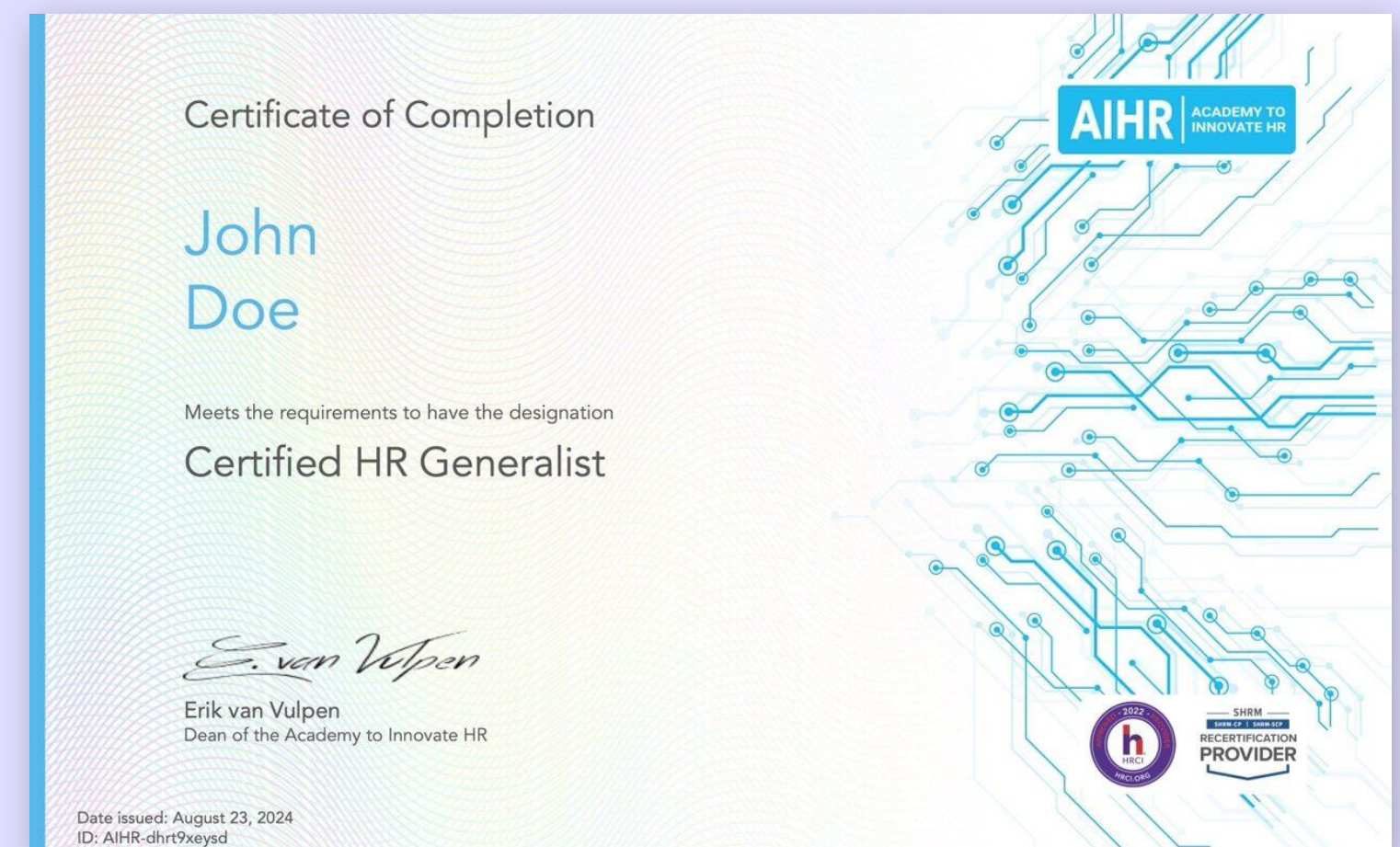
Save time and effort with a library of grab-and-go templates, guides, checklists, and more.

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- ✓ Fill out your (company) billing address and payment details
- ✓ Create your student account
- ✓ Happy learning!



Customers give us an average rating of 8.9 out of 10.

AIHR is the place to learn the skills you need to advance your career and remain relevant in the ever-changing digital human resources landscape. We offer the most comprehensive curriculum of HR courses and certifications available worldwide and are a proud supplier of over 175 Fortune Global 500 companies.

