



**AFGHANISTAN INSTITUTE OF BANKING AND FINANCE**

CENTER FOR EXCELLENCE

## Professional Certifications

Certified Human Resource Management  
Professional (CHRMP)



AIBF is proud to offer highly structured and innovatively designed Certification in Human Resource Management. The Certification Program- Certified Human Resource Management Professional (CHRMP) is designed considering International HRM Certification standards and serves as benchmark of professional qualifications and competence. The program will be launched on Wednesday, March 29, 2017 from 4:00pm to 6:00pm three days in week (Saturday, Monday and Wednesday)

### OFFICE OF ADMISSIONS

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# A CLOSER LOOK



HRM is a function in an organization concentrated on the issues of Recruitment and selection, Training and development, Compensation and benefits management and Health and safety of employees. HRM plays a strategic role in managing people and workplace culture and environment. If effective, it can contribute greatly to the overall company direction and the accomplishment of its goals and objectives.

Nowadays successful companies need to be adaptive, resilient, quick to change direction and customer-centered. Within such an environment the effectiveness of HRM is crucial to business success. HR professionals establish systems for performance development, career succession planning and employee development. This keeps people motivated, happy, personally engaged and contributing to the company success. Furthermore, the HR professional helps in the development of organizational culture and climate in which employees have the competency, concern and commitment to serve customers well.

A strong HR department gives organizations strategic and competitive advantage and can help organizations achieve its objectives. The CHRMP program is designed for banking professionals in Afghanistan and banks and financial institutions can greatly benefit from it.

**Duration: Two Months**

**FEE: 20,000/- AFN**

## TRAINING OUTLINE

Introduction to HRM  
Human Resource Planning  
Recruitment  
Selection  
Employees trainings  
Human Resource development  
Reward management  
Performance management  
Health and work place safety

## TARGET AUDIENCE

- ✓ HR Directors
- ✓ HR Deputy Directors
- ✓ HR Managers
- ✓ HRD Managers
- ✓ Branch Managers

## TRAINING OUTCOME

Upon completion audience will be able to:

- Understand HRM and its importance.
- Understand HRM planning
- Understand different recruitment and selection strategies
- Understand how to plan, conduct and evaluate training programs.
- Understand Human Resource development and strategic HRM
- Compensation and benefits management
- Control self Assessment
- Evaluate performance of employees
- Health and work place safety and responsibility of the organization

## ABOUT AIBF

The Afghanistan Institute of Banking and Finance (AIBF) was formally established in November, 2010. The Institute is owned by Da Afghanistan Bank (DAB), the Afghanistan Banks Association (ABA) and the Microfinance Investment Support Facility for Afghanistan (MISFA). Under AIBF's charter of 2009, it is dedicated to strengthening the financial sector in Afghanistan and establishing a Center for excellence for banking and finance.

## TRAINER PROFILE

Abdul Aziz Momand holds a Master's degree in Business Administration (MBA) from Preston University Pakistan and a Master's degree in Public Administration (MPA) from Potsdam University Germany. From 2007 to 2009, he worked at the Ministry of Education Afghanistan (in a USAID funded project). He joined Da Afghanistan Bank in May 2010 in the capacity of Audit Team Leader and remained in that position until September 2015. He was promoted to the position of Deputy Director General, Risk Management Department, Da Afghanistan Bank in September 2015 and is serving in that capacity at the moment.

Mr. Momand has been working with AIBF as an adjunct trainer since February 2016. He previously taught courses on auditing, risk management, HRM and Banking and financial institutions at Dunya/Peshgam universities.

