

# HUMAN RECOURSES

---

*Xiartz helps people build careers through practical learning, expert guidance, and future-ready skills.*

## ABOUT US

*Xiartz aims to improve education around the world by creating personalized, interactive learning tools. They combine technology with a focus on students' needs to make learning easier and more engaging. By supporting teachers, students, and parents, Xiartz hopes to inspire a love of learning and prepare future generations to think, create, and lead.*

## OUR VISION, MISSION, GOALS



### Vision

We aim to improve learning and help people achieve their potential, no matter where they live or their economic background.



### Mission

Our mission is to use technology to make education accessible, spark curiosity, and help every learner reach their true potential.



### Goals

We aim to give students industry skills through expert teaching and practical learning experiences that prepare them for real jobs.

*Learn important skills through our certified course and grow confidently*

**HEADQUARTER**  
*Malappuram Dt, Kerala*

# Program Highlights

---

Live Classes

Expert Trainers

Real time projects

Practice tests

Flexible learning program

Doubt Sessions

Weekly Assignments

Placement Training

Certificates

## *Industry Trend*

*The global Human Resources work force is expected to cross 10 million by 2030, as organizations prioritize talent, culture, and digital transformation. There is strong demand across sectors like IT, healthcare, BFSI, startups, manufacturing, and consulting. Tools like HRIS platforms, ATS systems, Excel, Power BI, and data analytics are now core to HR operations*



✓ *Jobs listed: 850k–900k+ active HR roles globally on platforms like LinkedIn and Indeed Professionals with “Human Resources” or similar in their profile:*

✓ *10–12 million+ globally*

✓ *1–1.2 million+ in India alone*

### *Job Market Activity*

✓ *900k+ HR jobs posted globally, with rising demand for tech-savvy and strategic HR professionals*

✓ *India: ~100k–130k active HR roles, especially in IT, startups, manufacturing, and BFSI sectors*

✓ *Remote roles: ~15–20% of HR jobs offer hybrid/remote setups, especially in tech & global firms*



EMPLOYEE

HUMAN  
RESOURCES



PERFORMANCE

# TABLE OF THE CONTENT

INTRODUCTION TO CLOUD	01
AWS IAM AND AWS CLI	02
FUNDAMENTALS OF EC2	03
EC2 -SOLUTION ARCHITECT ASSOCIATE LEVEL	04
EC2 INSTANCESTORAGE	05
HIGH AVAILABILITY AND SCALABILITY	06
RDS, AURORA AND ELASTICACHE IN AWS	07
AMAZONS3-INTRODUCTION	08
AWS GLOBAL ACCELERATOR AND CLOUDFRONT	09
CONTAINER ON AWS : ECS, EKS, ECR	10
ECOUPLING APPLICATIONS : SQS, SNS	11

# HUMAN RESOURCES



## 01 WHAT IS HUMAN RESOURCES

- ✓ Importance of HR
- ✓ Introduction to the Managerial Functions of the HR department
- ✓ Introduction to Employee Lifecycle

## 02 UNDERSTANDING THE OPERATIVE FUNCTIONS OF HR

- ✓ HR Policy making in the organization
- ✓ Different types of Organization Structure
- ✓ Hierarchy planning based on advantages & disadvantages of the Organization Structure

## 03 WHAT IS JOB ANALYSIS

- ✓ Objectives & Process of Job Analysis
- ✓ What is Human Resource Planning / Manpower Planning
- ✓ Factors Influencing HRP

## 04 WHAT IS RECRUITMENT ?

- ✓ Different types of Recruitment
- ✓ Recruitment & its Process
- ✓ Advantages & disadvantages of Internal & External Recruitment
- ✓ Employee Pre- Boarding & Employee Onboarding

## 05 TRAINING & DEVELOPMENT

- ✓ Training & Development
- ✓ Difference between Training & development
- ✓ Importance of Training and Development Types of Training methods
- ✓ Training Need Analysis & Training Evaluation

# HUMAN RESOURCES

## 06 TRAINING EVALUATION

- ✓ Training Process
- ✓ Training Effectiveness Evaluation Model
- ✓ Advantages of Training & Development
- ✓ Introduction to HRMS

## 07 WHAT IS PERFORMANCE MANAGEMENT

- ✓ What is Performance Management
- ✓ PMS Purpose & process
- ✓ Types of PMS ( Modern & Traditional)

## 08 TRADITIONAL METHODS OF PMS

- ✓ Human Resource information Source
- ✓ Different types of HRIS
- ✓ Importance of HRIS

## 09 ENVIRONMENT OF HRM

- ✓ Internal & External Factors of HR
- ✓ Legal Environment of HR
- ✓ Advantages & Disadvantages of Statutory Compliances
- ✓ Factories Act ,1948

## 10 EMPLOYEES PROVIDENT FUND ,1952

- ✓ Gratuity Act,1972
- ✓ Labour Welfare Fund
- ✓ Industrial Dispute Act,1947
- ✓ Standing Orders Act,1946
- ✓ Trade Union Act,1926



# HUMAN RESOURCES

## 11 SHOPS AND ESTABLISHMENT ACT, 1948

- ✓ Payment of Wages Act, 1936
- ✓ Minimum Wages Act, 1948
- ✓ Payment of Bonus Act, 1965
- ✓ Equal Remuneration Act, 1976

## 12 STRATEGIC HR & FUNCTIONS

- ✓ Employee Grievances
- ✓ Employee Engagement
- ✓ Exit Management



# PROGRAM DETAILS

## MENTOR LED BASIC

₹ 3500

- 8 hrs of Live class learning
- Mock Tests / Projects
- Industry Aliened projects
- Training & Internship Certificate
- Letter of Recommendation

## MENTOR LED ENHANCE

₹ 5000

- 16+hrs of Live mentor support
- Doubt Clearance Sessions
- Dedicated Mentor
- Mock Tests / Projects
- Training & Internship Certificate & LOR

## MENTOR LED ADVANCED

₹ 8000

- 30+hrs of Live mentor & Training & Internship Certificate & LOR
- Doubt Clearance Sessions & Placement Assistance
- Resume Building & Placement Guidance
- Access to Hiring Platforms  
Interview Preparations
- Special access to placement communities

# Learning together. Growing forever.

---

We can shape a better future.

We believe that by working together,



"We are available 24/7. Feel free to contact us anytime — we're here to clear all your doubts."

To more info visit  
[www.xiartz.com](http://www.xiartz.com)