



Consulting and Training | Reach New Heights

Course Name

Auditing Human Capital

Sector Name

Audit, Risk and Governance

Document Type

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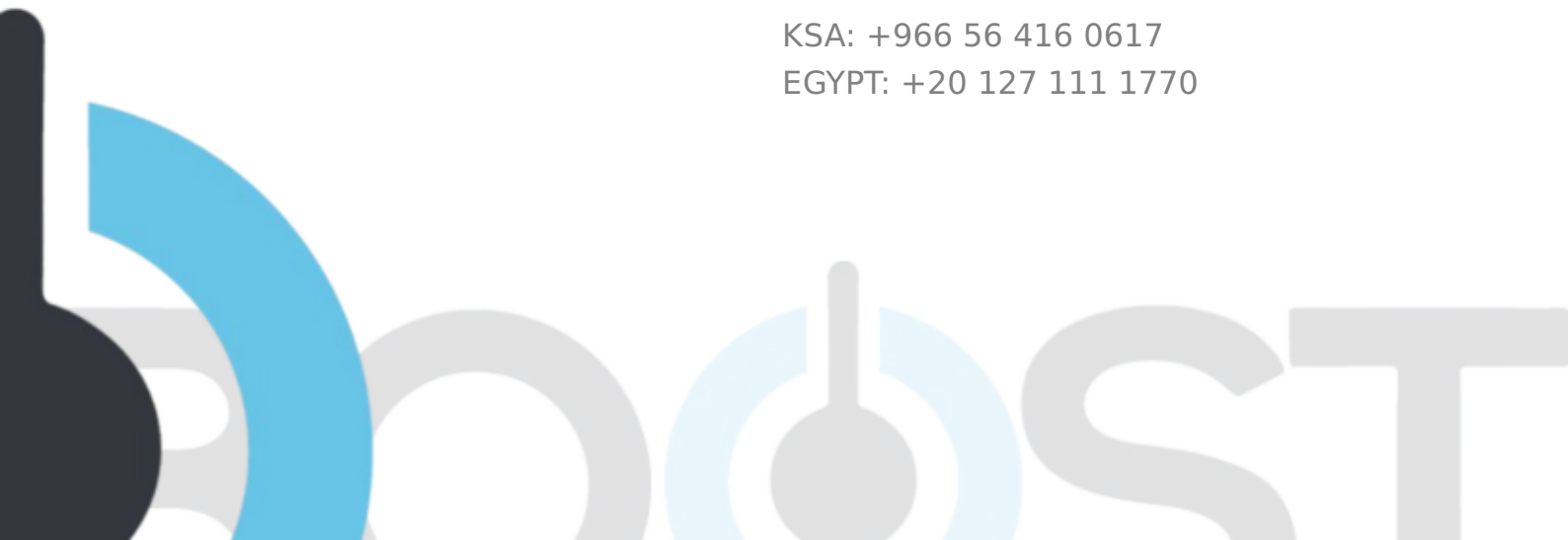
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Auditing Human Capital

Course Introduction

Human capital is one of the most valuable and complex assets within any organization. People-related processes—including recruitment, performance management, compensation, learning and development, and workforce planning—directly influence organizational performance, culture, compliance, and long-term sustainability. As expectations around governance, transparency, and workforce effectiveness increase, the need for structured assurance over human capital practices has become critical.

To address these evolving assurance needs, **BOOST** has developed the Auditing Human Capital course for audit and governance professionals who already possess foundational auditing knowledge and are required to assess human capital systems and practices. This intermediate-level program focuses on applying audit principles to people-related processes while recognizing the unique sensitivities, risks, and qualitative dimensions involved in human capital management.

The course emphasizes a risk-based and value-focused approach to auditing human capital. Participants explore how to assess the effectiveness of HR policies, controls, data integrity, compliance with labor regulations, and alignment with organizational strategy.

Attention is also given to emerging human capital risks such as talent shortages, workforce capability gaps, ethics, and organizational culture.

Through structured frameworks, practical examples, and applied discussions, participants strengthen their ability to evaluate human capital governance, provide meaningful assurance, and support management in improving workforce effectiveness and resilience.

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Auditing Human Capital

Target Audience

- ✓ Internal auditors and senior internal auditors
- ✓ Risk management and compliance professionals
- ✓ Governance and internal control specialists
- ✓ HR audit and assurance staff
- ✓ Public and private sector auditors
- ✓ Professionals involved in reviewing HR or people-related processes
- ✓ Audit managers preparing to expand audit coverage areas

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Auditing Human Capital

Learning Objectives

- ✓ Understand the role of human capital within organizational governance
- ✓ Identify key risks associated with human capital management
- ✓ Apply audit principles to HR and workforce-related processes
- ✓ Evaluate the design and effectiveness of human capital controls
- ✓ Assess compliance with labor laws, policies, and internal procedures
- ✓ Review the reliability and use of human capital data and metrics
- ✓ Communicate human capital audit findings clearly and constructively
- ✓ Support improvement of workforce management and performance

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Auditing Human Capital

Course Outline

✓ DAY 01

Human Capital Governance and Audit Perspective

- ✓ Understanding human capital as a strategic asset
- ✓ Role of governance in human capital management
- ✓ Human capital risks and their organizational impact
- ✓ Audit's role in providing assurance over people processes
- ✓ Key HR functions and processes overview
- ✓ Challenges in auditing human capital

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Auditing Human Capital

Course Outline

✓ Day 02

Auditing Human Capital Policies and Compliance

- ✓ HR policies, procedures, and frameworks
- ✓ Compliance with labor laws and regulations
- ✓ Recruitment, onboarding, and workforce planning risks
- ✓ Employee records and data integrity
- ✓ Ethical conduct, diversity, and fairness considerations
- ✓ Documenting compliance and control gaps

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Auditing Human Capital

Course Outline

✓ Day 03

Auditing Performance, Reward, and Development Processes

- ✓ Performance management systems and controls
- ✓ Compensation, benefits, and payroll-related risks
- ✓ Incentives and reward governance
- ✓ Learning and development effectiveness
- ✓ Succession planning and talent management
- ✓ Linking performance systems to organizational objectives

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Auditing Human Capital

Course Outline

✓ Day 04

Workforce Data, Analytics, and Emerging Risks

- ✓ Human capital data and reporting
- ✓ Accuracy and reliability of HR metrics
- ✓ Use of KPIs in workforce management
- ✓ Workforce productivity and capacity risks
- ✓ Culture, engagement, and conduct considerations
- ✓ Emerging human capital risks and trends

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Auditing Human Capital

Course Outline

✓ Day 05

Reporting, Value Creation, and Continuous Improvement

- ✓ Communicating human capital audit findings
- ✓ Translating people risks into business impact
- ✓ Developing practical and constructive recommendations
- ✓ Supporting management action plans
- ✓ Integrating human capital audits into audit plans
- ✓ Continuous improvement in HR governance

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 12, 2027	April 16, 2027	5 days	4250.00 \$	UAE , Abu Dhabi
Oct. 11, 2027	Oct. 15, 2027	5 days	4250.00 \$	UAE , Dubai
March 15, 2027	March 19, 2027	5 days	4250.00 \$	UAE , Abu Dhabi
July 12, 2027	July 16, 2027	5 days	4250.00 \$	UAE , Abu Dhabi

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