

# 107: INFO & COST ANALYSIS IN HR MANAGEMENT

## PRESENTER

### **Kathleen Thompson, SPHR-CA, GPHR, SHRM-SCP** Director of HR, Limoneira Company

Kathleen Thompson is the Director of Human Resources at Limoneira Company in Santa Paula. Kathleen joined Limoneira in May 1998 and assumed the responsibility of the Human Resources department in April 2002. Prior to joining Limoneira Company, Kathleen was employed by Bakersfield Truck Center as the Controller, where the human resources function was one of her areas of responsibility. In total, Kathleen has over 30 years of human resources experience. She has taught Human Resource Certification Program classes in the Extended Studies Department at the University of California Santa Barbara. Kathleen earned a BS in Business Administration from California State University, Bakersfield. She is a member of SHRM, PIHRA, NHRA and APMA.

## LOCATION, DATE & TIME

**Hodel's Country Dining**  
5917 Knudsen Dr. Bakersfield, CA 93308

**August 1, 2017**

**9 am – 3:30 pm**

(with lunch provided from 12:00 –12:30 pm)

## COURSE DESCRIPTION

Human Resource Management (HRM) professionals are frequently asked by CEOs and CFOs for data that analyzes and determines the resources and costs of various actual or planned HR activities. This course emphasizes methodology and a theoretical human resource information system (HRIS) data base to deal with the "how many" and "how much" questions HRM professionals may have to answer through quantitative analysis and report generation. Participants also spend time learning to interpret and apply basic accounting reports to the HR function. Topics are influenced by student issues and may include: ~ Compensation; ~ Benefits; ~ Benchmarking; ~ Budget planning and staffing; ~ Turnover and absenteeism; ~ Applied technologies for performance enhancement.

## REGISTRATION FORM

107 ~ Bakersfield ~ August 1, 2017

**Cost:**  \$150/participant for members of co-sponsoring organizations  \$195/participant for non-members

**Attendees Names:** 1. \_\_\_\_\_ 2. \_\_\_\_\_  
3. \_\_\_\_\_ 4. \_\_\_\_\_

**Company** \_\_\_\_\_

**Address** \_\_\_\_\_

**Phone** \_\_\_\_\_ **E-mail** \_\_\_\_\_

Please submit your registration and payment to: APMA, 512 Pajaro Street, Suite 7, Salinas, CA 93901 or **register online at [www.agpersonnel.org](http://www.agpersonnel.org)**. For more information, please contact APMA at (831)422-8023 or email: [apma20@pacbell.net](mailto:apma20@pacbell.net)

## HUMAN RESOURCE PROFESSIONAL IN AGRICULTURE CERTIFICATE PROGRAM

Human Resource Professional in Agriculture (HRPA) Certificate Program has a unique focus on agriculture and incorporates a wide range of topics that will help HR professionals advance to the next level. It was developed and now being presented by the leading Professionals and consultants in the field.

The program is designed for working adults, with classes scheduled strategically to minimize disruption to your work - eight core courses are required for the program certificate and designation, along with one elective course and may be completed in any sequence. Classes can be taken individually or as part of a curriculum leading to a certificate and designation. Graduates of this program can use a prestigious designation of HRPA™, Human Resource Professional in Agriculture.

We invite all HR professionals to complete this program and stay current on important issues ranging from legal compliance to employee relations.

## PRESENTING AND CO-SPONSORING ORGANIZATIONS

