

THE OPEN UNIVERSITY OF TANZANIA
FACULTY OF BUSINESS MANAGEMENT

MASTER OF BUSINESS ADMINISTRATION PROGRAMME

OHR 602: HUMAN RESOURCE PLANNING AND DEVELOPMENT

COURSE OUTLINE

TOPICS:

1.0 Introduction and the Meaning of Human Resource Planning

Topic Summary

This is a course about Human Resource Planning in the Tanzanian context.

Topic Objectives:

- i. To define what human resource planning is
- ii. To explain why human resource planning is an important part in the development process
- iii. To show the central position that man holds in the quest for development
- iv. Discuss history and current practices in human resource planning
- v. To give an overview of chapters/modules to be covered in the course
- vi. To point out to the students the importance of linking theory to practice.

2.0 Strategic Planning & Human Resource Planning

Topic summary

The topic tries to link human resource planning to strategic business planning. It attempts to show that no strategies can work out well unless human beings are also considered in that strategy.

Topic Objectives:

- i. To define strategic planning
- ii. To define strategic human resource planning
- iii. To show stages involved in strategic planning
- iv. To show the link between strategic business plan and human resource strategies
- v. To evaluate planning practices in Tanzania

3.0 The Spiritual Aspects of HRP

Topic Summary

This topic tries to explain by using psychology and spiritualism why understanding the nature of human being is important in leading and managing people.

Topic Objectives

- i. To explain the meaning and importance of spiritualism and psychology in modern business
- ii. to show that modern practices in management draw also from spiritualism; e.g. Mission, vision
- iii. To explain the basic nature of man
- iv. To discuss how people and issues can be handled better through understanding human psychology, fear, beliefs and aspirations
- v. To point out past and current writers who have written about spiritualism and business management.

4.0 Human Resource Planning Model

Topic summary

This chapter deals with human resource planning in general as well as providing a useful human resource-planning model.

Topic objectives:

- i. Detailing what human resource-planning model is
- ii. Explaining the importance and application of human resource model
- iii. To outline the human resource planning model
- iv. To show the connection between human resource planning and human development
- v. To link theory in this topic with practices obtained in Tanzania.

5.0 Leadership Development

Topic Summary

This topic deals with the importance of developing leaders for both business and state management. It points out that leaders are a key factor in all the development process. If a leader is good the possibility of having positive change are grater than otherwise.

Topic Objectives:

- i. To define what is leadership

- ii. To explain what is meant by leadership development
- iii. To discuss various theories relating to leadership and leadership development
- iv. To link theories learned with the practices in Tanzania.

6.0 Talent and Career Management

Topic summary

The future of any organization depends very much, on how managers or administrators facilitate talent identification and career development.

Topic objectives:

- i. To define talent development
- ii. To define career management
- iii. To show the importance of career and talent development
- iv. To explain how talents and careers can be developed
- v. To show challenges and opportunities existing in talent and career development

7.0 Organizational Effectiveness

Topic summary

This topic discusses various theories that help to show how organizations through individuals can be made to be more effective and efficient.

Topic objectives

- i To explain the terms efficiency and effectiveness
- ii. To explain what is meant by organizational effectiveness
- iii. To discuss various theories about how organizations can become effective and efficient in their areas of operations.
- v. To link theories to the actual state and practice of Tanzanian organizations

8.0 Human Development Index

Topic Summary

This topic is about human development and factors that help or hinder human development in the world. The UN Human Development Index is used to explain most of the basic issues.

Topic objectives

- i. To define development and human development
- ii. To define the Human Development Index

- iii. To look at theories and discussions behind human poverty and development.
- iv. To counter position technological and economic development against human development
- v. To relate theories to their applications in bringing about human development in the country.

9.0 Human Resource Information Requirement in the Context of Tanzania

Topic Summary

This topic discusses why human resource management information systems are important to the survival and growth of an organization. It also advances a proposition that effective communication can facilitate human development a great deal.

Topic Objectives:

- i. To define human resource management information system.
- ii. To discuss various models of HRMIS and their functions in the organization
- iii. To explore the kind of hardware and software that can be used to facilitate existence and smooth operations of an HRMIS
- iv. To link theories to practice and determine precisely how Tanzanian organizations can benefit from the use of HRMIS

10.0 Human Resource Planning at National Level with Reference to Tanzania.

Topic Summary

This is an open discussion topic with students about how Tanzania can develop. The main thrust of the discussion is the argument that Tanzania needs to decentralize and sectoralise in order to record faster and greater developments in various areas.

Topic Objectives;

- i. To show why the government still has a role to play in HRPD
- ii. To show the possibility of managing the country as per sector as a development strategy
- iii. To show the importance of education and skills development
- iv. To allow students to brainstorm and come up with various ideas for consideration and further discussion.

11.0 The Learning Organization

Topic summary

The topic was introduced as a gesture of appreciation for the attempts of management writers like Peter Senge and their effort to transform the working place into learning centres for excellence.

Topic Objectives;

- i. To differentiate between organizational learning and learning organization
- ii. To give the underlying theories behind learning organizations.
- iii. To explore the strengths and weaknesses of the learning organization approaches in managing organization.
- iv. To assess the applicability of the learning organization model in Tanzania.

12.0 Worker's Power in 22nd Century

Topic summary

This topic attempts to explain the role of the Trade Unions before globalization and what the new role should be.

Topic Objectives

- i. To examine the past practices of Trade Unions.
- ii. To discuss contemporary workers needs and demands.
- iii. To evaluate whether old TU practices can hinder or help workers to have a better quality of working life.
- iv. To introduce new ideas about where the TU of the future should be trying to go.

13.0 Globalization and Human development Issues

Topic Summary

This topic examines what globalization is and is not. It also attempts to suggest ways and means by which developing countries can counter the negative aspects of globalization.

Topic Objectives:

- i. To define what is globalization
- ii. To discuss the pros and cons of globalization
- iii. To show how Tanzania can use instead of being used by globalization to benefit, develop and prosper.

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1. Alan Price. Human Resource Management in a Business Context, 2nd edition
2. Reilly, P. Human Resource Planning: An Introduction
<http://www.employment-studies.co.uk/summary/summary.php?id=312>
3. Wikipedia. Human Resource Planning.
http://en.wikipedia.org/wiki/Human_Development_Index
4. State of Texas (USA). Workforce Planning.
<http://www.hr.state.tx.us/Workforce/guide.html>