

THE OPEN UNIVERSITY OF TANZANIA
FACULTY OF BUSINESS MANAGEMENT
OHR 452: TOPIC ISSUES IN HUMAN RESOURCES MANAGEMENT

COURSE OUTLINE

COURSE OVERVIEW

This course aims to provide students with a solid grounding in the fundamentals of human resource management and labor relations concepts and practices. The human resource function and the accompanying legislature framework have grown in significant scope over the past decade.

This course aims to provide a survey of the latest developments in theory and practice of human resource management, legislature changes and the practices of labour relations, including training and skills development.

This course will introduce students to the principles of organizational behavior with specific application to Tanzania and in a broad sense to the global issues. Students will be introduced to elements of industrial psychology and will learn about individual interaction within organizational settings. The application of management tools to human resource management will be explained. Such knowledge is invaluable to any human resource practitioner in a globalizing economy.

COURSE OUTCOMES

At the end of this course, students will be skilled in the following:

- Understanding the context of Human resource management and apply it in their working organizations or institutions
- Understanding and be able to work within the legislative framework
- Ability to devise and implement a skills development plan
- Understanding the key theoretical principles in Industrial Psychology as applied in Human Resource Management

BRIEF COURSE TOPICS

This course comprises the following core five topics or parts as follows:

- Introduction to Human Resource Management
- Essentials of Labour Relations in Tanzania in relation to the world
- Training and Development in of individuals in organizations
- Organizational behavior – the individual in the Organization
- Advanced issues in Human Resource Management

LECTURE 1: AN INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

This lecture introduces students to the key concepts and contexts of human resources management as the vital issues of running organizations. Under

- Introduction to HR: The concept of the Organisation & the Vital Role of Intellectual
- Capital in Competitive Advantage
- Strategic Human Resource Management
- Structuring the Organisation, the Flow of Work and Individual Jobs
- Human Resource Planning, Recruitment and Selection
- Employment Equity
- Retaining Key Employees in an Organization
- Training
- Performance Management
- Employee Development & Understanding Careers in the Modern World
- Compensation and Employee Benefits
- Managing HIV/AIDS in the workplace

LECTURE 2: LABOUR RELATIONS TANZANIA AND THE GLOBAL

Issues on labor relations, labour market, disputes and interactions between organizations will be discussed under this lecture; the following subtopics will be covered too:

- Introduction to Labour Relations
- The Historical Development of Labour Relations in the world
- The world's Labour Market
- Labour Relations at the Workplace: Discipline and Dismissal
- Collective Bargaining and Organizational Rights
- Negotiation
- Dispute Resolution
- Worker Participation
- Industrial Action

LECTUER 3: ESSENTIALS OF TRAINING AND DEVELOPMENT IN AN ORGANIZATION

Training of staff or staff development is essentials on organization development today. Capacity building makes the organization or institutions adapt new structure and technology. These components will be addressed under this topic. The following sub-topics will be discussed:

- Introduction to Training and Development
- Strategic Training
- The Needs Assessment
- Theories and Approaches to Learning and Programme Design
- Transfer of Training
- Training Evaluation
- Methods of Training
- Employee Development
- Careers and Career Management
- Training and Development Issues and Challenges

LECTURE 4: ORGANISATIONAL BEHAVIOUR – THE INDIVIDUAL IN THE ORGANISATION

There is a link between individual behavior and organizational behavior. In many cases, human behavior has great impact towards the development of an organization. Understanding individual behavior is important in running of the organization, therefore, these two concepts will be addressed clearly and discussed under this lecture. The following subtopics will guide you in the discussion:

- Introduction to Organizational Behavior – Understanding People and Organizations
- Understanding Individual Behavior in Organizations
- Culture
- Organizational Communication
- Motivation
- Stress Management
- Group Dynamics and Teamwork
- Power and Leadership in Organizations
- Decision Making and Ethics
- The Management of Change
- Introduction to Organizational Behavior – Understanding People and Organizations

Lecture 5: ADVANCED ISSUES IN HUMAN RESOURCE MANAGEMENT

Human Resources Management is not static, it is dynamic and it changes drastically due to the change of technology and individuals. There are advanced issues that will be addressed in this lecture, and the following topics will guide the students through understanding the issues:

- International HRM Issues- International Human Resource Management
- Organizational Design
- Compensation Management

- Diversity Management (including employment equity)
- Performance Management- Aligning People with Strategy
- Organizational Strategy: An Overview
- Context of Human Resources
- Human Resource Planning
- Leadership and strategic directions - vision, mission and values
- Linking Human Resource Practice to Strategy: Competitive Advantage through Human Resource
- Incentive Pay, and Executive Compensation
- Training and Development
- Team Work for Effective Human Resource Strategy
- Managing Change through Human Resource

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Recommended online sources:

<http://www.shrm.org/>

<http://resources.bnet.com/topic/e-hrm.html>

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