

HUMAN RESOURCES MANAGEMENT for HEALTH SECTOR PROFESSIONALS

BACKGROUND

Health Managers working in public health facilities undertake multiple roles to ensure effective delivery of health services. Ministry of Health (MOH) and the USAID funded IntraHealth International led Capacity Kenya Project conducted studies that have identified gaps in human resources management (HRM) skills among health managers.

A number of health care professionals are assuming leadership and management roles without adequate exposure or training in areas such as, workforce planning, staff motivation and support, performance management, work climate improvement, and using human resources information system data for HRM decision-making. These are critical skills without which health workforce managers are unable to meet performance expectations.

RESPONDING TO HRM GAPS

Equipping health professionals with HRM skills has the potential to significantly improve quality of health care services as well as spur health worker motivation and productivity in health facilities.

The MOH department of Human Resources Management and Institute of Human Resource Management (IHRM) have collaborated with the USAID-funded Capacity Kenya Project to design the Human Resource Management professional development eCourse to improve the HRM skills among health leaders at all levels.

COURSE DESIGN

The HRM professional development eCourse has been specially designed for managers who handle human resource (HR) issues in health facilities with no professional training in HRM, as well as, HR professionals working in the health sector. The eCourse provides a quick reference, cost-effective and flexible method for managers who are time constrained to acquire HRM skills. Through IHRM, HR professionals in health facilities will earn Continuing Professional Development (CPD) points upon completion and certification.

The eCourse is suitable for national, county, sub-county /district and facility health managers. The design also takes into consideration, the HRM needs in the public, private and faith-based health sector contexts.

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COURSE MODULES

1. Introduction to Performance Management
2. Performance Appraisal System (PAS)
3. Workplace Climate and Employee Retention
4. Introduction to Supportive Supervision
5. Discipline, Grievance, and Termination Policies
6. Workforce Planning and Budgeting
7. Recruitment, Hiring, Transfer, and Promotion
8. Staff Professional Development
9. Gender in Human Resources Management
10. Labor Law Compliance
11. Management of HIV/AIDS at the Workplace

COURSE ACCESS:

The courses are accessible at:
www.hrresourcecenter.org/elearning

or the link below:

<http://www.hrresourcecenter.org/elearning/course/view.php?id=16>



The HRM professional development eCourse is now accredited by the Clinical Officers' Council.



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The Professional Body of HR Practitioners in Kenya
The Human Resource Management professional development eCourse is accredited by the Institute of Human Resources Management under the Continuing Professional Development scheme for HR practitioners in the public health sector. The CPD credit is provided after certificate verification of course completion. This certification does not replace professional HR qualifications, such as HRM diploma.

