



STRATEGIC HUMAN RESOURCE PLANNING FOR THE ACHIEVEMENT OF ORGANISATIONAL RESULTS

PURPOSE

To enable line function managers and departmental HR Planners to understand how human resource planning logically flows from departmental strategic planning, as well as how it links to skills development, employment equity and the development of departmental Human Resource Plan. It will further enable learners to compile strategic HR Plans in national, and provincial departments and Local Government.

TARGET GROUP

This course is aimed at those persons involved in the conceptualisation, compilation, implementation and management of departmental Human Resource Plans.

MINIMUM REQUIREMENTS FOR ENROLMENT

It is assumed that the learner has the following knowledge and skills:

- Implement and manage human resource and labour relations policies and acts, NQF level 5;
- Recognise the transformative elements of South Africa's Human Resources Development
- Legislation, NQF level 5;
- Apply the Strategic Process during Planning, NQF level 5; and
- Apply a range of project management tools and techniques, NQF level 4.

LEARNING OUTCOMES

The course enables learners to:

- Determine and apply an organisation specific HR Framework or template for HR Planning;
- Forecast human resource requirements based on the contextual elements that affect organisational results;
- Conduct workforce analysis;
- Conduct gap analysis to address HR issues and priorities;
- Develop and implement a plan to address HR issues and priorities; and
- Monitor, evaluate and adjust an action plan.

ACCREDITATION

This is a credit-bearing course aligned to unit standard 252393 “Produce a Human Resource (HR) plan to achieve organisational results”, NQF level 6, credits: 12. After successful completion of this course, participants will receive a Certificate of Competence.

ASSESSMENT APPROACH

This course follows an integrated assessment approach, comprising:

- Pre-contact reading and activities.
- Formative Assessment.
- Post-contact activity and summative assessment.
- Workplace practice.

DURATION

The course is presented over five (5) working days.