MAGNA SKILLS DEVELOPMENT INSTITUTE

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

Safety, Health and Environment (SHE)

Human Resources for Health

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

COURSE CODE	DELIVERY	DURATION	PREPARED FOR
MSD2579	**Online / Face-to-Face**	**Flexible**	**Organisation Approval**

Register for this Course

View Online Course Page

Course Overview

Examines the complexities and multiple issues involved in human resources management in healthcare organizations. Offers healthcare managers an opportunity to obtain the knowledge and tools to manage people in all aspects of their work from recruiting, to the hiring interview, to compensation and benefits, to motivational strategies and performance appraisals, to promotions and terminations. Seeks to provide the healthcare manager with current thinking, theory, and best practices for the effective management of people in healthcare organizations.

Course Outcomes

- Develop the knowledge, skills and concepts needed to resolve actual human resource management problems or issues.
- Manage the employment relationship, which is a shared responsibility between employers, management, human resources specialists, and employees. Investigate how HRM is responding to current business trends, opportunities, and challenges.
- Identify the human resources needs of an organization or department.
- Conduct a job analysis and produce a job description from the job analysis.
- Evaluate the procedures and practices used for recruiting and selecting suitable employees.
- Assess training requirements and design a successful orientation and training program.
- Discuss workplace health and safety programs and the roles of the employer and the employee in enforcing health and safety policies and procedures.
- Explain the responsibilities of management, HRM specialists, managers, and employees in managing the employment relationship in a unionized or a non-unionized environment.

Course Outline / Curriculum

- Need for Human Resources Management
  - Topic 1: Human Resources Management-Roles and Responsibilities
  - Topic 2: The Changing Role of HRM and Growing Professionalism within the HR Function
  - Topic 3: HRM Challenges in the Twenty-First Century
  - Topic 4: Legal issues in HRM
- Matching HR Needs and People
  - Topic 1: Job Design
  - Topic 2: Job Analysis
  - Topic 3: Human Resources Planning
  - Topic 4: Understanding a Shifting Labour Market
- Module 3: Developing People
  - Topic 1: Employee Orientation and Socialization
  - Topic 2: Training and Development
  - Topic 3: Performance Management
  - Topic 4: HR's Role in Setting a Climate for People Development
- Compensation and Recognition

- Topic 1: Employee Compensation
- Topic 2: Incentives and Rewards
- Topic 3: Employee Benefits and Services
- Topic 4: Trends in Compensation and Benefits

- Recruitment and Selection
  - Topic 1: Recruitment Strategies
  - Topic 2: Processes for Selecting the Best Candidate
  - Topic 3: Legal Issues Related to Recruitment and Selection

- Developing a Healthy Work Environment and Effective Employee Relations
  - Topic 1: Occupational Health and Safety Legislation - Creating a Safe Work Environment
  - Topic 2: The Human Rights Code - Establishing a Positive Work Environment
  - Topic 3: Foundations of Effective Employee Relations
  - Topic 4: Labour-Management Relations
  - Topic 5: Disciplinary and Grievance Procedures

Target Audience

Human Resources for Health

Key Course Benefits

Work-Ready Skills

Delegates leave with practical tools, templates and methods they can apply immediately at work.

Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

Sponsor-Friendly

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

Professional Recognition

Delegates receive training documentation and a certificate of completion after successful participation.

Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairobi,
- Zanzibar, Tanzania

West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flexib

Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

Register / Apply Online | **View Full Course Page**

About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

Organisation / Department	
Delegate Name(s)	
Approved Course	Human Resources for Health
Preferred Delivery Mode	☐ Online ☐ Face-to-Face ☐ Organisation-Based Training
Preferred Training Venue / Date	
Estimated Number of Delegates	
Budget / Vote Number	
Contact Person	
Email / Mobile	

Authorised Name _____ Signature / Stamp _____ Date _____