



Virtual Human Resource Management Program

Transforming Organizations to Improve Health

The VHRM is an eight-week program designed for management teams who want to improve HRM in their organizations. The purpose of this program is to help health managers better understand the role of HRM in their organization, learn how they can strengthen HRM in order to improve employee satisfaction, performance and retention, and develop an action plan to strengthen organizational outcomes and increase personnel performance. At the end of the program, each team will have an action plan to strengthen their HRM system which in turn will help to improve health services.



Program Objectives

By the end of this program, participants will be able to:

1. Explain why HRM is important to achieving the organizational mission
2. Identify components of an effective HRM system
3. Complete an assessment of their organization's HRM system
4. Develop an action plan to address at least one HR challenge in their organization.

Program Content

This eight-week program is structured in five modules. The first module offers a general introduction to the program. Participants have the opportunity to become familiar with the website and to organize themselves as a team. The second module defines Human Resource Management and discusses how it can improve employee satisfaction and performance. Participants are introduced to the Employee Satisfaction Tool. Module three takes the team through an organizational assessment of the HRM system. Using the MSH "HRM Rapid Assessment Tool", they identify the strengths and weaknesses of their HRM system. In module four, the teams identify three organizational HRM priorities to strengthen and select one to be addressed in a six-month action plan. Module 5 concludes the program.

PRIORITY HR CHALLENGES

- Lack of trained HR staff
- Inadequate HR planning
- Outdated personnel policies
- Lack of updated and accurate job descriptions
- Lack of equity in compensation and benefits
- Often no HR personnel or office
- Lack of reliable HR information to track staff development and staff turnover

Each module includes theoretical frameworks, individual readings, exercises, and group work, and promotes exchange among participants and the facilitators through the website's Café and Team Files. The facilitators support the teams in the development of their action plans, answering questions, and providing feedback.

Results

Participants learn why a well functioning HRM system is essential to achieving the organization's mission and what makes up an effective HRM system. They organize a larger group of managers in their organizations to apply the "HRM Rapid Assessment Tool" to identify their organization's strengths and weaknesses in HRM and agree on priorities for action. Participants expand their leadership skills through developing and implementing an action plan. Through this program, participants strengthen their ability to plan and think strategically regarding HRM and make concrete improvements.

"For the seven years I have worked for this organization, we have never had an opportunity like this one, to have departmental heads to go through such a challenging exercise to improve performance and self examination as supervisors and workers."

—Participant, Kenya



PROGRAM REQUIREMENTS

ORGANIZATIONAL

- The VHRM is designed for public or private sector organizations with a minimum of 10 paid staff.
- The team must be committed to strengthening the HRM of their organization.

TECHNICAL

- Reliable access to a computer connected to the Internet
- Minimum 56 Kbps modem connection speed
- Internet Explorer 5.1 or higher

TIME

Participants must dedicate four to six hours per week during the eight weeks of the program.

For more information about this program

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