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AFRICA NAZARENE UNIVERSITY

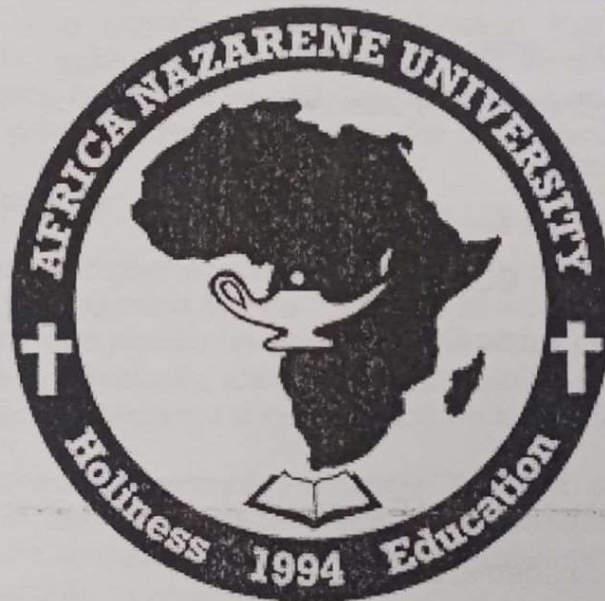
PROPOSED BACHELOR OF COMMERCE IN HUMAN RESOURCE MANAGEMENT

ANU

BPP

PROS

2009



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BACHELOR OF COMMERCE DEGREE IN HUMAN RESOURCE MANAGEMENT

RATIONALE:

A firm can go hi-tech or even do rebranding, but the ultimate success determinant is how well this change is supported by the employees. Organizations today are realizing that external customers are not their only survival recipes, but also they require internal customers- employees. For this reasons they are directing considerable effort toward the latter who a few decades weren't seen as crucial organizational assets.

There is also dire need for organizations to link their vision and strategies with their employees. However this is not always an easy task as it calls for a paradigm shift. Managers need to handle employees strategically in order to achieve organization's vision.

The above scenario pause serious need for organizations to attract, recruit, train, develop, compensate and retain higher performers who will contribute to the achievement of the organization's strategy and vision. This program will resolutely bridge up the gap by equipping the students with necessary tools, techniques and knowledge to be able to handle the very important docket-human resource department.

The proposed Human Resource Management program will have a proactive approach and will be rooted in Africa, provided in a Christian environment while taking a global perspective.

Since this specialization is an additional to others offered in Bachelor of commerce, student undertaking this program must have completed the Bachelor of Commerce required courses that includes; Fundamentals of Accounting I &II, Business Studies, Microeconomics, Macroeconomics, Cost Accounting, Management Mathematics, Principles of Management, Principles of Marketing, Business Finance, Entrepreneurship and Human Resource management. In addition one must choose electives preferably but not confined, in their area of study so as to deepen ones' scope of Human Resource Management.

Career Prospects for the Graduates

It is expected that graduates of this course will find their skills much in demand in various organizations; national and international, Non-governmental organizations as well as consulting firms. Students will also be well placed for further study or research work.

Bachelor of Commerce in Human Resource Management Program Description and Objectives

Description

Success in today's diverse, global and technologically sophisticated business environment requires results-oriented education that extends beyond theories and conceptual understanding to practical application. Human resource positions in the both public and private sector are faced with adhering to pertinent labor laws and organizational policies. To excel in this capacity, a human resource manager needs a thorough understanding of employment practices, personnel administration, employee training, compensation and benefits.

Program Objectives

By the end of the program, the student should be able to:

1. Make better decisions about the design of work structures and relations appropriate to contemporary conditions;
2. Argue the case for investing in human resource with other heads of department in the organization;
3. Demonstrate the tangible benefits and pitfalls of different human resource strategies;
4. Lead and contribute to successful change in the organization;
5. Skillfully identify required competences and in building the necessary people capability to achieve business goals.
6. Manage and advice on relationship among employees;
7. Resolve conflicts among employees.

2.1 Academic regulations for the programme

2.1.1 Admission Requirements for the programme

Applicants for the Bachelor of Commerce in Human Resource Management program must meet all of Africa Nazarene University entrance requirements. In addition, a pass (C) in mathematics and English are required. Preference is given to applicants who have passed the KCSE with a minimum of grade B- in at least two of the following subjects: -

- Accounting
- Commerce
- Economics
- Mathematics