

# INSTITUTE OF ACCOUNTANCY ARUSHA (IAA)



## COURSE ANNOUNCEMENT

### ICT and Human Resource Management

(25<sup>th</sup> – 30<sup>th</sup> June 2018 -IAA Arusha Campus, Arusha)

#### 1.0 Background

Organizations are continuously adopting various ICT solutions for managing human resource (HR) function. Technology and HR have a broad range of influences upon each other, and HR professionals should be able to adopt technologies that allow the reengineering of the HR function. There is a need to link between HR function, ICT and organization strategic objectives. ICT and Human Resource Management is designed to prepare human resource officers, HR managers, officers, managers and administrators to bring new perspective to the employer-employee relationship by adopting innovative ICT solutions to transform their workforce into an efficient and gain competitive advantage for the organizations.

#### 2.0 Course Objectives

At the end of the course, participants will be able to:

- (i) Evaluate the importance of human resource management and ICT in the workplace.
- (ii) Understand the links between ICT, human resource management and business strategy.
- (iii) Apply digital solutions to various HR functions
- (iv) Evaluate the process of HRM in relation to size and sectoral contexts
- (v) Appraise examples of 'ICT solutions' for the management of people

#### 3.0 Course Content

This course will cover the following areas:

- (i) Human resource management's role in the evolving paradigm
- (ii) Human resources and the competitive advantage
- (iii) The strategic role of human resource management
- (iv) Electronic Human Resources Management
- (v) Use of ICT in recruitment processes
- (vi) Use of ICT for attendance monitoring
- (vii) HR and cloud management

- (viii) Measuring Human resources within organizations
- (ix) Ethical issues and challenges in HR
- (x) Social Media: Implications for HR
- (xi) Managing IT and organizational changes

#### **4.0 Target Participants**

This course is intended for human resource officers, HR managers, officers, general managers, managers and administrators, heads of sections or departments, ICT Officers and any other interested parties who want to apply ICT and HR activities.

#### **5.0 Course Fees & Mode of Payment:**

The fee for the course is TZS 900,000/= (Nine hundred thousand only) per participant to cover for tuition fee, training materials, tea/coffee and lunch. Participants will have to arrange for their own travel, accommodation and upkeep while attending the course in Arusha. Payment may be in cash, cheques or TISS paid directly to our **Bank Account No. 014103007130 in the name of Institute of Accountancy Arusha, NBC, Arusha Branch. Early registration is highly encouraged and appreciated.**

#### **6.0 Date, Duration and Venue:**

This course will be conducted from **25<sup>th</sup> – 30<sup>th</sup> June 2018 (6 days)** at the Institute of Accountancy Arusha, located at Njiro Hill-Arusha.

#### **7.0 Contact Persons**

For more details please don't hesitate to contact any of the following:

Mr. Bakari Ally (Course Director)

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#### **8.0 Apply to:**

The Rector

Institute of Accountancy Arusha

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Fax: + 255 – 27 2549421