



**THE UNITED REPUBLIC OF TANZANIA  
INSTITUTE OF ACCOUNTANCY ARUSHA**



**SHORT COURSE ANNOUNCEMENT  
ON  
MANAGING HUMAN RESOURCES TOWARDS INDUSTRIAL ECONOMY**

**(03<sup>rd</sup> – 07<sup>th</sup> SEPTEMBER, 2018 - IAA ARUSHA CAMPUS, ARUSHA)**

**1.0 Background**

In the contemporary World, Human Resources are Business partner in the Organization. This course will enable participants to explore the purpose and implication of Strategic HR to the Industrial Economy and enhance your ability to address problems and challenges arising in the organization through a rational, organic and strategic HR lens. The program provides practical skills on how to explore what it means for HR to be more entrepreneurial, adding value as a strategic support to the development of organization and Nation at large, and finally how to measure and evaluate HR's contribution and value addition to the organization. The program deals with the technicalities of managing Human Resources and evaluating the influence of strategic human resources to the organization. The emphasis will be on understanding the impact of employee, aligning HR functions with organization goals and how to evaluate the impact of strategic HR to the organization and its contribution to the government agenda of Industrial economy.

**2.0 Course Objectives**

At the end of the course, participants will be in position to:

- (i) Understand the purpose, implication and value of Strategic HR;
- (ii) Assess organizational problems or challenges, by exploring a variety of options for tackling the challenges based on how they may impact on employee resourcefulness, as well as undertaking appropriate interventions for improvement;
- (iii) Consider how to be more entrepreneurial and add maximum value as a Strategic Support Service;
- (iv) Have a clearer picture of the various evaluation constructs for evaluating HR's impact and interventions and assess your organization's HR contribution;
- (v) Practice applying a variety of alternative approaches to exploring and understanding organizational challenges in the context of the impact on the employees, and how best to address them;
- (vi) Manage human resources in the organization strategically; and
- (vii) Explore the importance of leadership and succession planning.

### **3.0 Target Participants**

The course is intended for Managers, Head of Departments of any area and Officers responsible for attracting, training, motivating and growing workforce within an Organization.

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

The fee for the course is **TZS 1,500,000/=** (One Million Five 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.**

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

This course will be conducted for Five (5) working days from **03<sup>rd</sup> – 07<sup>th</sup> September, 2018** at the IAA Main Campus, located at Njiro Hill Arusha.

### **6.0 Contact Persons**

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

Mr. Thomas Sommy (Course Director)

E-Mail: [tsommy@iaa.ac.tz](mailto:tsommy@iaa.ac.tz) and [thomassommy@yahoo.co.uk](mailto:thomassommy@yahoo.co.uk); Mob: +255 765 392 711

Ms. Pamela Chogo (Head of Department - Consultancy & Executive Development)

E-Mail [pchogo@iaa.ac.tz](mailto:pchogo@iaa.ac.tz) and [pamsekela@gmail.com](mailto:pamsekela@gmail.com); Mob: +255 655 611 512 and +255 759 334 659

Ms. Caroline Lucumay – Administrative Administrator

E-mail: [clucumay@iaa.ac.tz](mailto:clucumay@iaa.ac.tz) and [lucumayc@gmail.com](mailto:lucumayc@gmail.com) Mob: +255 782 993 077 and +255 652 379 888

### **APPLY TO:**

The Rector  
Institute of Accountancy Arusha  
P.O. Box 2798  
**Arusha**  
E-Mail: [iaa@iaa.ac.tz](mailto:iaa@iaa.ac.tz)