



# Human Resource Management

**(HRM)**

# Strategies for Five Years

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## **Objectives:**

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- **Building long term committed professional in the senior level**
- **Strengthening simple but integrated and effective human resource development approach**
- **Knowledge-based and physically fit leadership development**

# Strategies for Five Years

2023	2024	2025	2026	2027
<ul style="list-style-type: none"><li>• Simplification of recruitment process</li><li>• Two-step checking of recruitment process for newly recruited staff</li><li>• Appraisal process in place</li><li>• Starting reference checking</li><li>• On the job and one to one training approach for capacity and skill development</li><li>• Recruiting persons with disabilities (at least 1%)</li><li>• New Salary Structure</li><li>• Measuring BMI (Body Mass Index) among the staff</li></ul>	<ul style="list-style-type: none"><li>• Revision of HR Manual</li><li>• Alternative professional development</li><li>• Trying to set more female staff in the senior level</li><li>• Digitalization of HRM</li><li>• On the job and one to one training approach for capacity and skill development</li><li>• Recruiting persons with disabilities (at least 2%)</li><li>• Measuring BMI (Body Mass Index) among the staff</li></ul>	<ul style="list-style-type: none"><li>• Revision of all HR related policies</li><li>• Setting competent professional in the right positions</li><li>• On the job and one to one training approach for capacity and skill development</li><li>• Recruiting persons with disabilities (at least 3%)</li><li>• Measuring BMI (Body Mass Index) among the staff</li></ul>	<ul style="list-style-type: none"><li>• On the job and one to one training approach for capacity and skill development</li><li>• Recruiting persons with disabilities (at least 3%)</li><li>• Measuring BMI (Body Mass Index) among the staff</li></ul>	<ul style="list-style-type: none"><li>• On the job and one to one training approach for capacity and skill development</li><li>• Recruiting persons with disabilities (at least 3%)</li><li>• Measuring BMI (Body Mass Index) among the staff</li></ul>

# Challenges

- **Retention of qualified professional in the coastal areas**
- **Setting female professionals in the senior positions**
- **Local political interference in the recruitment process**
- **Reference checking from previous organization**



**Thank  
YOU**