Strand:	Environment	**Sub-Strand:**	Our Natural and Human Resources

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BASIC 9

WEEKLY LESSON PLAN – WEEK 4

Content Standard:	B9.1.4.1. Investigate the natural and human resources around us				
Indicator (s)	B9.1.4.1.2. Evaluate the importance of human resources to the development of Ghana		**Performance Indicator:** Learners can identify the importance of human resource to the development of Ghana.		
Week Ending	04-10-2024				
Class	B.S.9	**Class Size:**		**Duration:**	
Subject	Social Studies				
Reference	Social Studies Curriculum, Teachers Resource Pack, Learners Resource Pack, Textbook.				
Teaching / Learning Resources	Word Chart, Pictures, Poster, Video.		**Core Competencies:**	• Communication • Critical thinking • Creativity and Innovation	

DAY/DATE	**PHASE 1 : STARTER**	**PHASE 2: MAIN**	**PHASE 3: REFLECTION**
WEDNESDAY	Assist Learners to differentiate between "Human Resource" and "Natural Resource".	1. Using a Poster displaying the meaning of human resources, explain the concept to the Learners. 2. Discuss with the Learners about the meaning of "human resource development". 3. Show Learners pictures and video educating Learners on human resource development practices. 4. Learners brainstorm to identify the human resource development practices. 5. Explain the levels of human resource development to the Learners. **Importance of Human Resource Development;** Improving your human resources and developing an HR strategy may provide your business with a broad array of advantages. Many of these benefits could help your business operation by improving the employee environment. However, other advantages may concentrate more on your bottom line or your overall company culture. Here are a few reasons why developing a human resources strategy is essential: • **Enhances employee relations** A human resources strategy can improve how your employees interact by creating a series of guidelines. This guidance could help employees develop better methods of teamwork, establish proper conduct and set rules for resolving conflicts. In this way, a human	Through questions and answers, conclude the lesson. **Exercise;** Explain the following; i. Human Resources ii. Human Resources Development.

resources strategy may improve employee relationships and create a more engaged workplace.

- **Creates focus on company goals**

Developing an HR strategy can help connect your employees more effectively to your overall company goals. For instance, your HR team may create a series of training videos that educate your employees about company vision and goals. These videos may help minimize any confusion in your team and keep your teams better focused.

- **Clarifies hiring practices**

Developing your human resources team can help define your hiring practices, leading to greater efficiency and productivity. For example, better HR practices that focus on company culture and needs could help you filter your options more efficiently. In this way, better HR could improve your hiring practices and advance the qualifications of your teams.

- **Improves workplace operation**

Creating an HR strategy can also improve the operation of your workplace. For example, it could help you identify employee engagement and methods of improving it. It could help you track your team's interaction, identify obstacles to completion and develop methods of improving operation efficiency. For example, your HR team may move equipment, reposition employee desks and take other steps to develop your work area.

- **Increases employee skills**

A human resources strategy may help you improve your employees' skills in the workplace. For example, your team may hold further education courses that teach your team new skills and abilities. Your HR strategy can also spot any new laws affecting your business and train your employees about how these changes might affect them. In this way, your company could be better prepared to handle new guidelines and restrictions.

FRIDAY	Organize a debate competition among small groups of Learners on the topic "an educated and trained human resource is the most important asset of the country".	1. Explain to the Learners why an educated and trained human resource is the most important asset of the country. 2. Discuss with the Learners about the methods of human resource development. 3. Learners brainstorm to identify strategies for improving human resource development. **Methods of human resources development** There are a variety of methods you may choose for HR development. These strategies can improve the performance of your teams and the operation of your company. A few methods that your company may use to create their HR strategy include: • **Employee coaching** HR development can take a more casual approach and include personal coaching from managers to employees. This method lets your team adjust its HR strategy with minimal preparation or training expense. Some companies may also integrate casual coaching after formal training. • **In-classroom training** This development type is often a traditional training with a specialized teacher. It can provide your team with practical examples of various HR situations, including handling employee conflict and ways to praise a successful employee. Companies may handle this training themselves, with in-person or virtual classes, or send employees to attend a course that improves their HR skills. • **Succession planning** When an employee leaves a company, it may help to have a successor in place or a strategy for identifying someone for the role. Your HR development may include creating comprehensive plans for succession, including when to seek new employees and which methods to use. This step could help keep a business fully staffed regardless of their turnover rate. • **Planned organization changes** HR development may also take the form of various organizational changes in your business. For example, you may promote someone doing a great job and	Summarize the lesson. **Exercise;** Explain 5 methods of human resource development.

integrate them into your HR changes. You could also adjust your HR structure and execution to create a more efficient and easy-to-understand model for your employees

Tips for improving your HR development strategy

When developing a new HR strategy or improving a current methodology, it may help you to follow a few simple steps and tips. By understanding a few of these basic concepts, it could be easier for you to identify ways to improve your HR methods. You may also make it simpler for your employees to understand how they can help with this process and the different steps necessary for its execution. Here are a few tips you may consider when planning your HR development:

- **Understand your team**

Talk with your team members to learn more about their personalities and lives. It could help you gauge what they bring to your team and how you could help them improve their careers and roles. Through active listening, you could identify unique areas of improvement for your teams.

- **Integrate technological help**

Investing in various technologies may make your HR easier to plan and develop. For example, employee management software could make it easier to track your team's overall success, including each member's roles, duties, payments and benefits. Cloud-based programs may also make it easier to store much of this information and access it throughout the process. Hiring can increase efficiency when it adds software such as applicant tracking systems and employee assessment software. Recruiting can make use of artificial intelligence, and video interviewing can filter candidates as a first step in the process.

- **Enhance communication**

Opening up new methods of communication may help your team through the HR development process. New approaches, such as a company chat platform or an open-office policy, could help your company feel more open, transparent and accessible. Employees may find it easier to discuss new strategies and integrate them properly. If your team feels more

		connected with your company's success, they may strive toward better HR integration.	

Name of Teacher: **School:** **District:**