



A review on HRM in African Countries

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Abstract

Africa's potential for social and economic growth is especially abundant, but the lack of sufficient human capital stands in the way of its full realisation. While giving importance to providing education in Africa's classrooms, the emphasis has not resulted in the better results anticipated. Human Resources play an essential part in this process, and therefore we believe that HR experts should pay close attention to Africa's Human Capital growth. In this article, we explain the how and why HR experts can help Africa's human capital grow. This not only emphasises the difficulties HR managers will encounter, but also indicates the various capabilities required to overcome these obstacles. At the end of the article, several ideas for future research are presented.

Keywords: Africa, Economy, Growth, HRM

Introduction

Africa's abundance of natural resources, significant business possibilities, and a growing consumer market have drawn considerable investments from all over the globe, as well as a rising number of Asian investors. It is worth noting that, between 2005 and 2015, foreign direct investment into Africa rose from \$18 billion to \$66.5 billion. However, analysts see the continent's limited human resources, inefficient institutions, and lack of strong organisations as restraining Africa from realising its full potential. Because of this, studies into the reasons of Africa's inability to take advantage of globalization's possibilities have expanded greatly. In order to stay informed on the latest research and theory on human capital and its relationship with development and productivity, read research and theory on human capital and its relationship with development and productivity written by human resource



management and development experts and human capital theorists. By identifying and building human and organisational capability, countries may more fully benefit from globalisation, turning possibilities into real economic and social progress [1-4]. For example, crucial to the study and debate on Africa's development is the claim that successful human capital development is the key to unlocking Africa's enormous economic potential and eradicating poverty. That is, developing human capital is the proper foundation for tackling the continent's economic and social problems [5].

Though human capital's importance in Africa is clear, a number of limitations and difficulties in the literature have impeded the successful implementation of human capital in Africa (SSA). At this point, the existing body of literature does not detail who should and how they should act to implement the human capital agenda in the workplace, where social and economic value is generated. Because of the lack of clarity about who should give advice on the implementation of human capital development, this paper's arguments about Africa's growth are mostly theoretical and practically inert [6].

Productive Capabilities

Improving the productive capabilities of the African labour force is regarded to be essential for attaining development objectives that are both long-term and sustainable (SDGs). This study claims that if we are to fulfil this, we must make significant investments in everyone's talents and health. Human capital development in Africa is highly reliant on businesses and its HR experts, whose role is often overlooked in contemporary discussions on human capital and Africa's growth. It seems like the present strategy is that just producing large amounts of education with a short focus on putting it to use would result in human capital growth. However, according to a study done by the Economic Commission for Africa and UN Women, the needs-based approach to human capital development is preferable in Africa [7-9]. Another flaw is the present debate's focus on knowledge, skills, and ability as the primary components of human capital. SDGs include an extended notion of human capital [8-10]. Similarly, human resource development implications of SDGs have been raised by academics. This makes it clear that HR specialists can play an essential role in helping to realise Africa's SDGs by using HCD principles. First, the article brings to light the



significance of HCD as a key factor in helping to achieve Africa's SDGs and Agenda 2063 by illustrating that human agency is the fundamental element that leads to social and economic development. In addition, the article examines and explains why and how HCD cannot be performed in the classroom but instead occurs at the site of the creation of products and services. Third, the article supports the claim that HCD is too essential to be left to those with little expertise in the subject, and it offers explanations as to why HCD has to be improved. Additionally, HR practises are integral to facilitating the continent's development strategy by boosting school quality, removing poverty, and decreasing inequality. The article shows how these activities tie into SDGs by maintaining focus on developing quality education, combating poverty, and fostering innovation and industrialization. The authors propose a new taxonomy of HR practitioner jobs, their current difficulties, and their required abilities based on a distinctive African setting. The primary findings of this study will be of significance to future researchers. It is worthwhile mentioning that the study is more focused on the SSA and its problems compared to the rest of Africa, because the situation in Africa is more challenging in the SSA. In many cases, what is covered in this article has important implications for HCD efforts in poor nations [11].

Economic Development

HCD is generally considered to be essential for economic development, where it is expected to lead to poverty reduction, decreased inequality, and an increase in jobs. However, although education is provided in a significant portion of human capital development programmes, the other components of human capital (skills, ability, and other work-related characteristics) are neglected. Even while the vast majority of studies have connected higher educational attainment with greater productivity, employability, and wages, some people believe this isn't always the case. Education does not have to be the same as learning, according to the World Development Report. Even yet, there is no guarantee that quantifying the years of education would result in an accurate prediction of wages or personal income. Furthermore, we note that to make sure the attainment measure [12-15] include all components of human capital and the job settings in which individuals are engaged, Africa should work to ensure that its



education-centered human capital development goal of 2063 is effective. For this reason, it is essential to take into consideration the organisational environments in which the products of the educational system will be placed. When an educational system is failing, critical components of human capital including skills and talents are undermined (AfDB, 2011). As African Development Bank (AfDB) puts it, there is a significant mismatch between what students learn in colleges and the job market's requirements (AfDB, 2014:6).

An integrated consideration of macro problems (i.e. the outputs of educational institutions) and micro issues has so far been fruitless in the discussion on Africa's human capital imperative (i.e. further development and utilisation of the outputs). A definition of human capital, an explanation of how the goal of human capital development (albeit with a specific focus on education) can be accomplished, and who the ideal individuals to perform these tasks at the micro level (i.e., at both the organisation and enterprise levels) are all necessary in order for this to happen. In this respect, inside African institutions and organisations, we believe that the human resource development (HRD) experts and practitioners have the potential ability to guide Africa's human capital development. [16-18] point out that in terms of policies, HRD as a discipline may help formulate national policies for talent and organisational development that will enable nations to reach the objectives of the SDGs.

Conclusion

Due to observers continuing to promote the virtues and importance of human capital in Africa's drive for development, observers are correct to claim that human capital is important in Africa's development. While some effort has been made to address how this concept of building Africa's human capital is translated into useful systems, organisations, and businesses where economic activities occur, insufficient attention has been given to this important matter. Despite all the effort, there is still no agreement on who should be responsible for putting the African concept of human capital development into reality. While human capital is typically viewed as the resources, such as knowledge, skills, and personal qualities, programmes implemented for Africa's human capital seem to concentrate on providing education and health rather than on the whole gamut of resources that comprise human capital. Africa's human capital must be developed through African businesses and



organisations [19-21]. To overcome poverty in Africa and other developing nations, the UNDP and the Millennium Development Goals promote the use of education as a method of eliminating poverty. These two documents, however, have highlighted the need of high-quality education for achieving long-term sustainable development. Likewise, the African Development Bank has lately shifted its strategy for socioeconomic and economic development on the continent to include human capital development as one of its corestones (AfDB 2014). We believe that education is fundamental to developing human capital, but if abilities, values, and skills are lacking, then a more sophisticated approach is required. We recognise that the problem of the failure of educational systems in Africa and developing nations is not limited to that region. For example, according to a study conducted by the UK's Forum for Private Business (2008), graduates from the secondary and higher educational systems do not feel they have the necessary skills to get jobs in the job market. As the skills gap is left by the educational system, particularly by government assistance and tax incentives, businesses in affluent nations have the ability to meet it, but employers in Africa do not.

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