"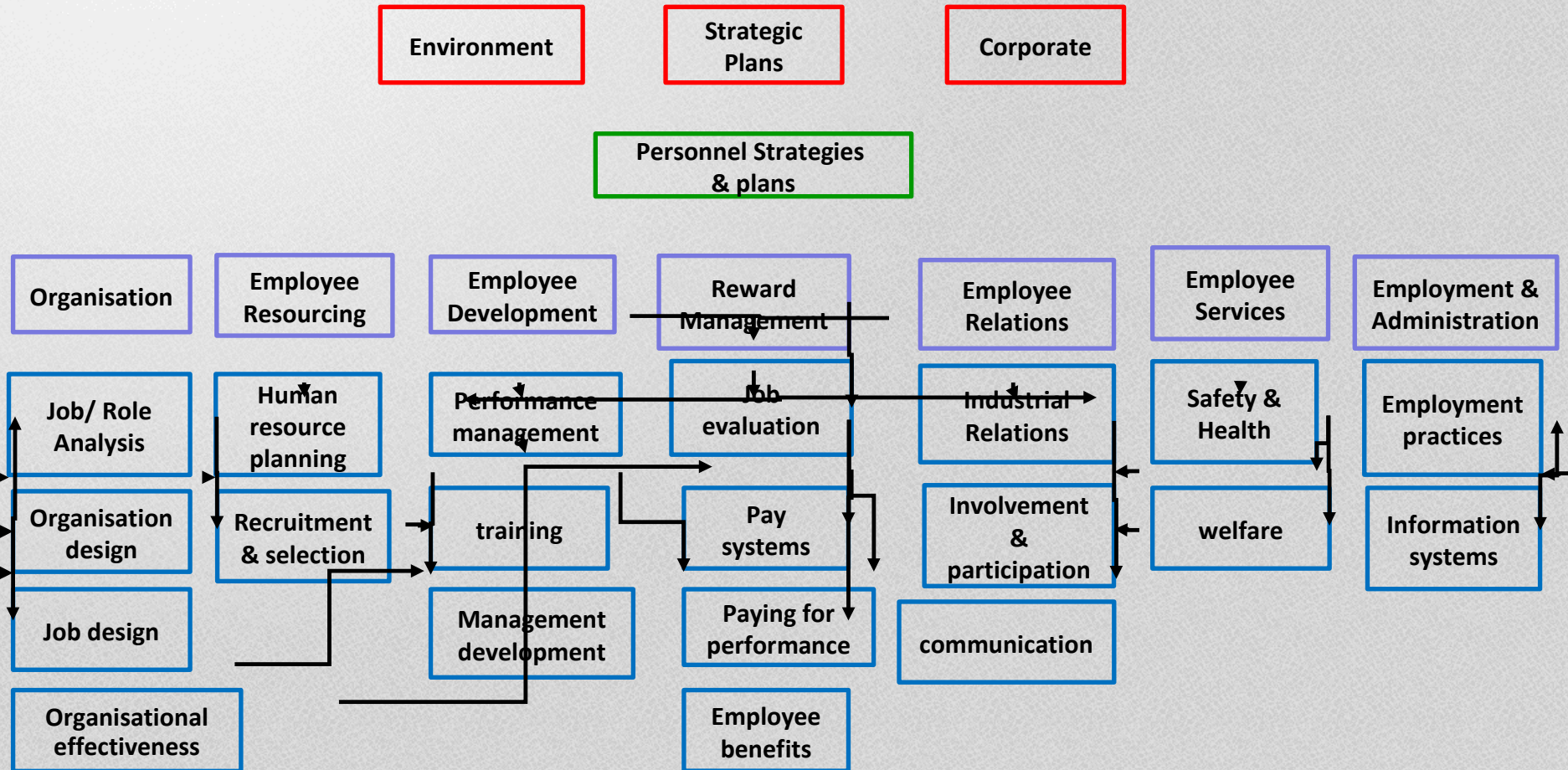Human resource management is a distinctive approach to employment management which seeks to achieve competitive advantage through the strategic deployment of a highly committed and capable workforce, using an integrated array of cultural, structural and personal techniques", Storey, 1995.
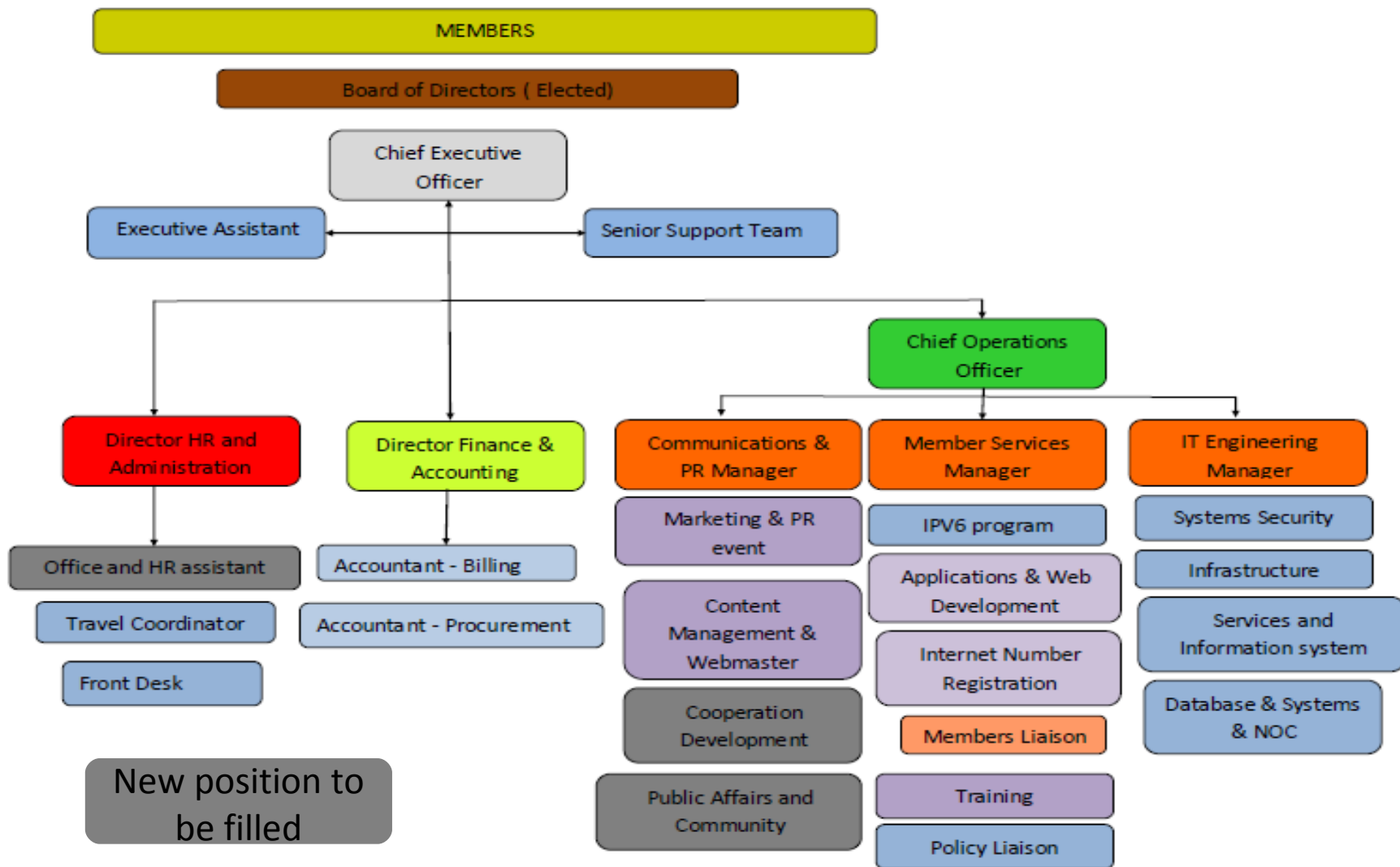
Human Resources ACTIVITIES - INTERRELATIONSHIP

The HR Initiatives undertaken in 2011

- ❖ Defining a new and complete Travel Policy
- ❖ Designing and Implementing a new Organisational Structure
- ❖ Introducing a New Medical scheme and provider for AfriNIC staff
- ❖ A new entertainment room is being set up for our employees so as to create a more friendly environment.

New Recruits 2011

Name	Period	Position
Christelle Rennel	January 2011	Front Office Assistant
Amreesh Phokeer	January 2011	Software Engineer
Babusha Radhakissoon	March 2011	PR & Marketing Assistant
Danny Afahounko	April 2011	Network & System Administrator
Ashil Oogarah	April 2011	Technical Editor
Verena Saydraouten	April 2011	Travel Coordinator
Vymala Thuron	May 2011	PR & Marketing Assistant
Avinash Gokhol	June 2011	Software Engineer
Yogesh Chadee	October 2011	Software Engineer
Patrisse Deesse	October 2011	Finance Director
Christian Fanchette	October 2011	Director HR & Administration

HR Priorities for 2012 - 2013

HR ACTIVITY	PRIORITY	END OBJECTIVES
Organisational Structure	To complete recruitment of key personnel. • COO • Head of IT & Engineering • Head of Member services • Head of Communications and PR	To provide afriNIC with a solid structure that will cater for the future needs of the community
Recruitment & Selection	To introduce personnel profiling tool	To ensure we hire the best in terms of skills, knowledge and attitude
Training/ Learning	To carry out a Training Needs Analysis	To ensure that the training programme addresses a real need and leads to performance improvement

HR Priorities for 2012 - 2013

HR ACTIVITY	PRIORITY	END OBJECTIVES
Performance Management	Setting up a Performance Management System	To align the objectives of each employee on those of the section/department and AfriNIC (vertical Fit)
Participative Management	To introduce the concept of quality circles	To encourage bottom up suggestions from employees for business improvement
Welfare	Setting up a committee to organise sports, cultural and social activities for the employees.	To strengthen team spirit and better motivate our employees.

HR Priorities for 2012 - 2013

HR ACTIVITY	PRIORITY	END OBJECTIVES
Employment Practices	• ISO 9001 2000 certification	• To standardise procedures
	• Social Audit	• To provide management with strategic tools to make decisions
	• Employee Satisfaction Survey	• To get a feed-back from employees to improve their working environment.
	• HRMS	• To integrate all information pertaining to HRM and generate reports to help management for better decision-making

Thank you for your kind attention