**LESSON PLAN/NOTE FOR WEEK 2 ENDING 22/09/2023**

**Term**: First.

**Week**: 2

**Date**: 22/09/2023.

**Class**: SS 3.

**Subject**: Economics.

**Topic**: Human Capital Development.

**Sub-Topic:** Meaning and characteristics of Human resource management and Brain Drain.

**Period**: 4th .

**Time**: 10:15-10:50.

**Duration**: 40 Minutes.

**Number in class**: 3 Students.

**Average Age:** 16 Years.

**Sex**: Mixed.

**Specific objectives**: By the end of the lesson, the students should be able to:

(1) Define Human resource management.

(11) State the characteristics of human resource management.

(111) Explain the characteristics of human resource management.

(1v) Describe Brain Drain.

**Rationale**: For the students to be able to identify the characteristics of human resource management in an organization.

**Previous knowledge:** The students have been seeing people working in different organizations with different experiences.

**Instructional material:** A chart showing people working in different organizations.

**Reference material**: Cole Esan (2020) Essential Economics for senior secondary schools.

**LESSON DEVELOPMENT.**

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| **Stages/Steps** | **Teacher's Activities** | **Students' Activities** | **Learning points** |
| **Introduction** | Reviews the previous lesson. | Participate actively in the class discussion. | To arouse the students interest to learn. |
| **Step 1** | Defines Human Resource Management as: Human resource management is the process and philosophy of acquisition, development, utilization and maintenance of a competent human force to achieve goals of an organization. | Listen carefully to the teacher. | For better understanding of the lesson. |
| **Step 11** | Asks the students to State the characteristics of human resource management. | State the characteristics of human resource management as: (1) It is an art and science (11) It is pervasive etc . | To encourage critical thinking. |
| **Step 111** | Guides the students to explain the characteristics of human resource management. | Respond to the class activity. | To enable the students reason logically. |
| **Step 1v** | Leads the students to Describe Brain Drain. | Describe Brain Drain as human capital flight. | To encourage critical thinking ability |
| **Board Summary** | Summarizes the lesson as:  **Human Re source Management.**  Human Resource Management is the process and philosophy of acquisition, development, utilization and maintenance of a competent human force to achieve goals of an organization in an effective and efficient manner. Human resources are the people who make up the workforce of an organization, business sector or economy. In other words, they are the human working in the manufacture of goods in an industry rather than the use of machines. Even if there is a total automation in an industry, the organization will require a person to On the button. This show how important manpower is to any kind of organization.  All organisation irrespective of size or extent of its resource, commercial or not for profit, have people i.e they have human resources. The concept of human resource management contains two versions. The hard and soft version.  **Characteristics of human resource management .**  (1) It is an art and science: human resource management is both the art of managing people by recourse to creative and innovative approaches. It is a science as well because of the precision and regorous application of theory that is required.  (2) It is pervasive: It covers all levels and all categories of people, and management and operational staff. It is also required in every department of the organization.  (3) It is a continuous process: First, It is a process as there are a number of functions to be performed in a series, beginning with human resource planning to recruitment to selection, to training and to perform appraisal.  (4) HRM is a service function: It is not a profit centre. It serves all other functional departments. The basic responsibility always lies with the line managers.  (5) HRM must be regulation friendly: The HRM function has to be discharged in a manner that legal dictates are not violated. Equal opportunities and equal pay for all.  (6) Interdisciplinary and fast changing: it encompasses welfare, manpower and personnel management, and keep close association with employees and industrial relations.  (7) Focus on results: HRM is performance oriented. It has its focus on results, rather than on rules.  (8) people centred. (9) Human relations philosophy: The basic assumption is that employees are human beings and not a factor of production like land or capital.  (10) An integrated concept: Its scope, include personnel aspect, welfare aspect and industrial relations aspect itself.  **Meaning of Brain Drain**  Brain Drain, also known as human capital flight, may be defined as the departure or emigration of individuals with technical skills or knowledge from organizations, industries or geographical region to another. In other words, human capital flight is the loss of talented or trained persons from a country that invested in them to another country which benefits from their arrival without investing in them. Brain Drain can also be described as the large-scale emigration of people with technical skills to foreign countries owing to lack of opportunities in their own country. This is common among developing nations, such as the former colonies of Africa, the island nations of the Caribbean and former east Germany and the Soviet union. | Copy and submit the note book for marking. | For future reference. |
| **Evaluation** | Evaluates the lesson as:  (1) Define Human Resource Management.  (2) State 5 characteristics of human resource management.  (3) Explain 5 characteristics of human resource management.  (4) Describe Brain Drain. | Respond to the questions. | Ascertaining the attainment of the stated objectives. |
| **Conclusion** | Rounds up the lesson by marking and correcting students work. | Check and do their correction. | Consolidation of the lesson. |
| **Assignment** | Gives home work as:  (1) Mention and explain 5 types of Brain Drain.  (2) List and explain 5 factors responsible for Brain Drain.  (3) State 5 ways on how to arrest brain drain. | Respond by doing the home work at home. | To ensure continuity of learning. |



22nd September 2023

Approved!

DEPUTY HEAD INSTRUCTOR ADMIN