



ZAMBIA INSTITUTE OF HUMAN RESOURCE
MANAGEMENT

THEME INTERPRETATION AT THE 12TH REGIONAL SUMMIT
AVANI VICTORIA FALLS HOTEL LIVINGSTONE
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BY
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INTRODUCTION

AS THE ARMY UNDER SKILLED AND PROPER GENERALS AND LUETENANTS MACRCH TO CONCUR FOR THE THEIR COUNTRY – GATHERING TREASURES FOR IT SO IS THE WORKFORCE UNDER THE SKILLED AND PROPER HR CONQUOR MARKET AND GATHER TREASURES FOR THEIR ORGANIZATIONS OR ESTABLISHMENT.

THIS IS WHY A KING WORTH HIS SALT PAYS ATTENTION TO HIS ARMY (HUMAN CAPITAL) THROUGH THE QUESTION- WHO GATHERS THE TREASURE AND WHAT STATE MUST THE ARMY BE IN THE PRESENT AND IN THE FUTURE IF IT WAS TO GIVE THE DESIRED VALUE?

...CHANAKYA



THE THEME!

CULTIVATING SUSTAINABLE
HRM: FOCUS FOR ZAMBIA'S
WORKFORCE.

THE YOUTHS ARE NOT USELESS
BUT ARE USED LESS AND SO ARE
EMPLOYEES, THEY ARE NOT
USELESS BUT ARE USED LESS

.....CHANAKYA IN THE ARTHASHASTRA

THE YOUTHS ARE NOT CARELESS BUT
THE YOUTHS ARE CARED FOR LESS AND
SO ARE EMPLOYEES, THEY ARE NOT
CARELESS BUT ARE CARED FOR LESS

REASONING POINTS

- Professor at APPAM: God will not look at Zambia with a kind eye especially the HR Practitioners whom it appears the word 'Dominion was meant' (**Adra**: subdue for value, **Kabash**: having control for multiplication, **Kaven** and **Dominus**) – the Natural Resources in perfect balance but more importantly the **Human Capital** to translate these others into value.
- What propels Human Capital to excellence?
- Imagine your impact in the Community you operate – The case of **Changachang**

CULTIVATING

- To nurture and help to grow
- Fostering

It is not accidental but conscious and deliberate by people who know their responsibility



SUSTAINABLE HRM

Thai & Mai

Sustainable Human Resource Management is “the adoption of HRM strategies and practices that enable the achievement of **financial, social, and ecological goals**, with an impact **inside and outside** of the organization and over a long-term time horizon while controlling for unintended side effects ..

A fundamental aspect of sustainable HRM involves cultivating a workplace culture that **prioritizes openness** and **respect**, as well as **fostering relationships** of trust with employees

..... Ensuring the wellbeing of Human Capital not only for now but generations to come



WORKFORCE

- The total number of workers actively employed in, or available for work in, a nation, region, plant, etc.

..... The **workforce** is the total number of people in a country or region who are **physically** able to do a job and are **available** for work.....

....Having a sense of capabilities beyond your organization

CONCLUSION

IT MUST BE SAID THAT THE TOPICS WERE CAREFULLY SELECTED IN LINE WITH THE THEME AND SUITED FOR THIS PURPOSE. PLEASE INTERACT WITH THE PRESENTERS.



THANK

