

Group submission: Contact session: Three (3)

Name of syndicate group: Vaal Group 1

Name of community organisation: Tsatsi Primary School

Person submitting on behalf of group: Suzan Makume (25688537)

Topic(s) of this contact session: People Management

Name of community organisation: Tsatsi Primary School

Nature of community work: Tsatsi primary provides education (learning) to the children in and around Zamdela by preparing them for the better future.

Nature of business venture: Educational institution intended to give learning spaces and environment for the teaching of pupils under the direction of teachers.

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declare that this submission
is our own work.**

Name: (Members NOT contributing)

Name: (Members contributing to project)	Student number
Suzan Makume	25688537
Xolani Malinga	28815408
Moipone Ramogodi	20956940
Ayanda Johnson	23721774
Chenge Rabonda	25848569
Lerothodi Tebele	16302729
Mlu Masilela	35072857

Summary of the essence of the theory (As you would explain it to the community organisation). People management

Human Resource Strategy

- Design job for effective and efficient utilization of people
- Good employee wellbeing
- Mutual trust between all stakeholders

Labour Planning

- Policies addressing employment stability
- Different work schedule
- Flextime

Ethics

- Guidelines on how people treat each other
- Treating people with respect, fairness and equity

Ergonomics and the Work Environment

- Good interface between humans and work place
- Improve human performance

Method Analysis and Visual Workplace

- Focus on how task can be efficiently executed
- System utilized to develop work instructions (procedures)
- Visually sharing information quickly and accurate

Job Design

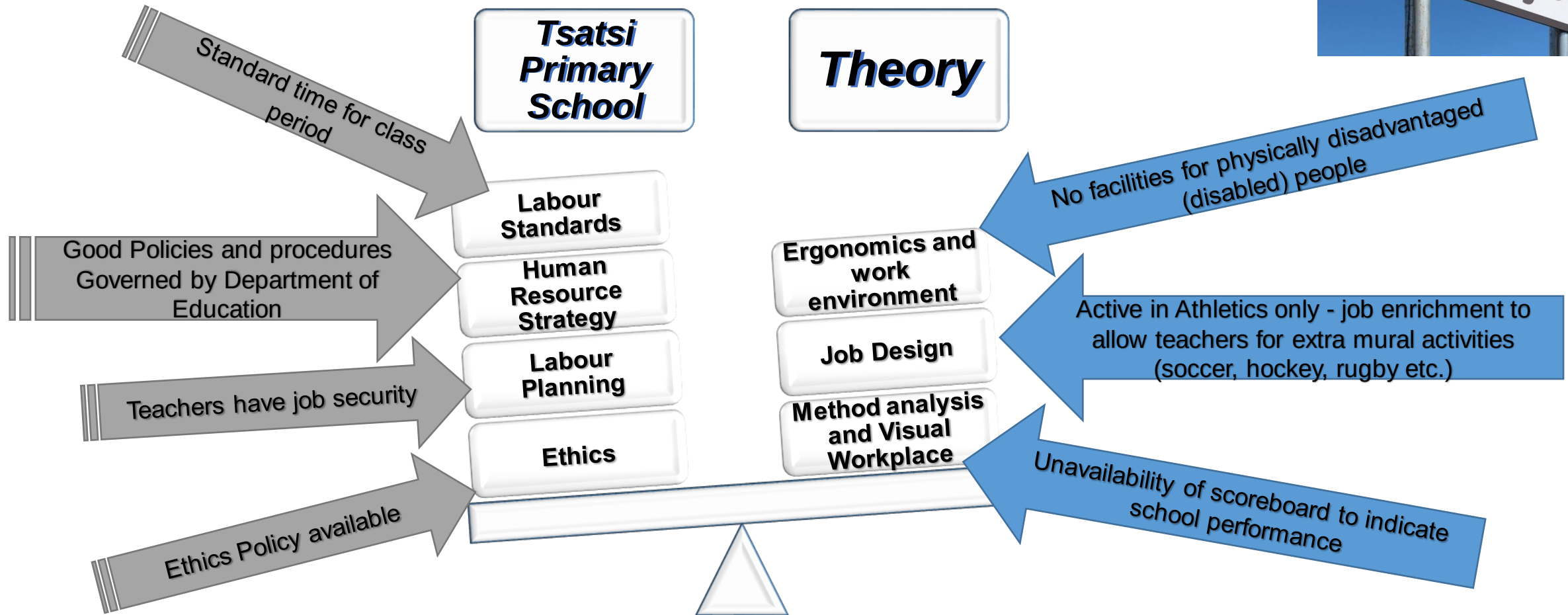
- Determine specific task and responsibilities for individuals and groups
- Imperative to workplace motivation
- Encourages positive behavior

Labour Standards

- Amount of time required to perform a job
- Is used to plan and assign employees to a task
- Assist during planning and budgeting



Analysis of how/whether this theory is applied in the organisation at present





Proposals on improvement of this element of the organisation's operations

- Make infrastructure available to cater for physically disadvantaged people
- Exposure to extra mural or sport activities (Healthy Body – healthy mind)
- Implement score boards to highlight accomplishment
- Initiate mentorship cycle and Yoga classes for stress relieve during the Pandemic era.