

THE FLASH

A monthly Newsletter Publication of HRMPEB



From left HRMPEB Ag. CEO ChRP Margaret Nguu and Principal Kabete National Polytechnic Mr. Muchemi Patrick.

COMMENCEMENT OF CBET DIPLOMA & CRAFT CERTIFICATE IN HRM EXAMINATIONS

CBET Diploma and Craft Certificate Examinations kick started nationwide on 9th April 2024.

The Human Resource Management Professional Examination Board (HRMPEB) has long been recognized for its flagship professional program, the Certified Human Resource Professional (CHRP). However, the Board, a State Corporation under the Ministry of Public Service, Performance, and Delivery Management, has been diversifying its programs to align with the Competency-Based Curriculum (CBC).

The HR Exam Body will be conducting its April 2024 CBET Diploma in HR and the first for the Craft Certificate in HR which are scheduled to take place between April 9th and April 12th, 2024, these examinations will be conducted at three centers nationwide.

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A total of 123 candidates are expected to sit for the CBET Diploma and Craft Certificate examinations, with 86 candidates taking the CBET Diploma and 37 sitting for the Craft Certificate in HRM. Kenya Coast, Sigalagala, and Kabete National Polytechnics are the exam centers of the April 2024 CBET Exams.

In this April 2024 series, the Board has experienced the expansion of the CBET Diploma program, initially examining 16 students in November 2023, to 86 in April 2024, with the enrollment of the second cohort from various colleges and Technical and Vocational Education and Training (TVET) institutions.

In addition, the first cohort of the Craft Certificate in HRM has attracted 37 students from across the country.

This CBET course is designed to equip individuals with competencies required to practice Human Resource Assistants in both

public and private sectors. It reflects the employers' demand for qualified personnel, that would enable them to compete in an environment where technology is constantly evolving and the expectations of clients are becoming more demanding.

According to the Acting CEO CHRP Margaret Nguu the Board began the CBET programs to align itself with Govt change of curricula to CBC in 2017.

“The Technical and Vocational Education and Training Act No. 29 of 2013 and Sessional Paper No. 4 of 2016 on Reforming Education and Training in Kenya, underscores the need to reform curriculum development, assessment and certification. This called for a shift to Competency Based Education and Training (CBET) in order to address the mismatch between skills acquired through training and skills needed by industry as well as increase

the global competitiveness of Kenyan labor force.”

HRMPEB has accredited the following institutions to offer CBET Programs: Kabete National Polytechnic, Eldoret National Polytechnic, Sigalagala National Polytechnic, The Kenya Coast National Polytechnic, KCA University, Kabarak University, and others. This accreditation is pivotal for the successful rollout of the CBET Diploma and Certificate in HRM.

This expansion signifies HRMPEB's commitment to providing diverse and comprehensive opportunities for individuals pursuing careers in Human Resource Management, ensuring they are equipped with the necessary skills and competencies to thrive in the dynamic workplace environment.

By Laureen Aseka



From Left HRMPEB Ag. CEO CHRP Margaret Nguu, Chief Principal Kabete National Polytechnic Mr. Muchemi Patrick and Registrar Kabete Ms. Violet Kithumbu during a press conference on commencement of CBET Examinations.



**Registration
Ongoing!**

CBET DIPLOMA AND CRAFT CERTIFICATE IN HUMAN RESOURCE MANAGEMENT

Enhance your career prospects by enrolling for, CBET Diploma In Human Resource Management and Craft Certificate in Human Resource Management. This courses equips the learner with relevant skills and attitude required in today's ever-changing world.

Entry requirements for CBET Diploma in HR;

- a) KCSE mean grade C minus (C-) and above or KCE Division III, KACE 1 principal and 1 subsidiary.
- b) A certificate in Human Resource Management or Business-related certificate course from a recognized institution.
- c) Equivalent qualifications as determined by Kenya National Qualifications Framework (KNQF).

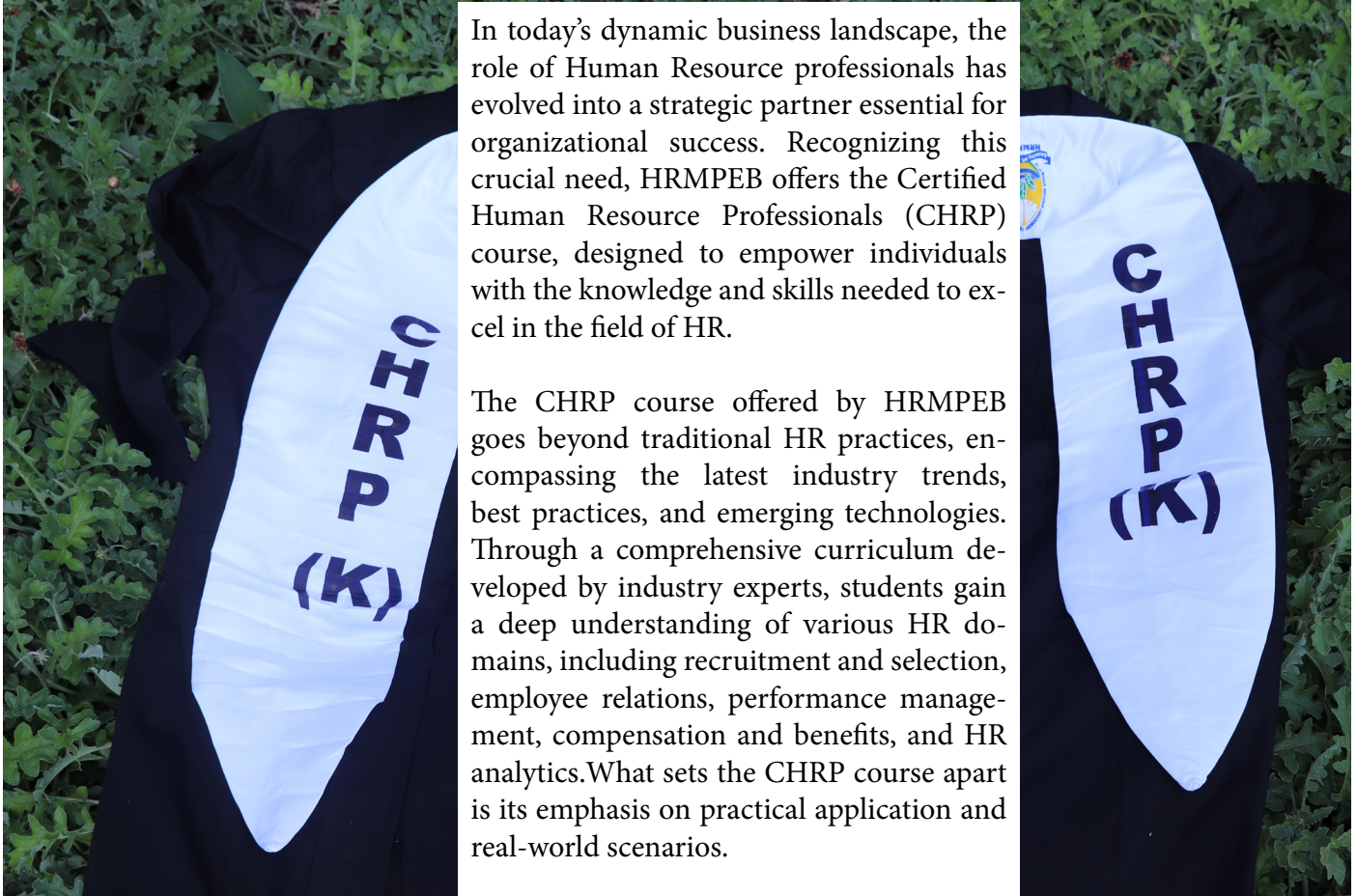
Entry requirements for Craft Certificate in HR;

- a) Kenya Certificate of Secondary Education (KCSE) mean grade D and above.
- b) Equivalent qualifications as determined by Kenya National Qualifications Authority (KNQA).

Enrol today to take your HR Career to a greater height! For Information visit www.hrmpeb.or.ke or call 0799016630 || 0710560560

UNLOCKING CAREER SUCCESS WITH HRMPEB'S CERTIFIED HUMAN RESOURCE PROFESSIONALS (CHRP) COURSE

By Bradley Chepkwony



In today's dynamic business landscape, the role of Human Resource professionals has evolved into a strategic partner essential for organizational success. Recognizing this crucial need, HRMPEB offers the Certified Human Resource Professionals (CHRP) course, designed to empower individuals with the knowledge and skills needed to excel in the field of HR.

The CHRP course offered by HRMPEB goes beyond traditional HR practices, encompassing the latest industry trends, best practices, and emerging technologies. Through a comprehensive curriculum developed by industry experts, students gain a deep understanding of various HR domains, including recruitment and selection, employee relations, performance management, compensation and benefits, and HR analytics. What sets the CHRP course apart is its emphasis on practical application and real-world scenarios.

Students engage in hands-on activities, case studies, and simulations that simulate workplace challenges, allowing them to develop critical thinking and problem-solving skills. Additionally, the course encourages collaboration and networking among learners, fostering a supportive learning environment. One of the key highlights of the CHRP course is its recognition by industry bodies, providing participants with a globally recognized certification upon completion.

This accreditation not only validates their expertise but also enhances their credibility and career prospects in the competitive job market. Furthermore, HRMPEB's CHRP course is designed to be flexible and accessible, catering to the diverse needs of working professionals and aspiring HR practitioners. Whether through in-person classes, online modules, or a blended learning approach, students can choose the delivery format that best suits their schedule and learning preferences. By completing the CHRP course, one not only acquires the necessary skills to navigate the complexities of HR management but also demonstrates their commitment to professional development and continuous learning.

Armed with a CHRP certification from HRMPEB, graduates are well-equipped to take on leadership roles, drive organizational growth, and make a meaningful impact in the field of human resources. In conclusion, HRMPEB's Certified Human Resource Professionals course is a transformative journey that equips individuals with the tools and knowledge to thrive in the ever-evolving HR landscape. Whether you're a seasoned HR professional looking to advance your career or a newcomer seeking to enter the field, the CHRP course is your pathway to success in the dynamic world of human resource management.

PICTORIALS



HRMPEB Ag. CEO CHR P Margaret Nguu addressing the congregation on HRMPEB programs during the 5th Women convention in Mombasa.



From left Luke Masinde, Beatrice Odera, Kenya Coast representative Juma Sangura and HRMPEB Ag. CEO CHR P Margaret Nguu after a brief meeting on CBET programs.



HRMPEB Ag. CEO CHR P Margaret Nguu at Kabete National Polytechnic in the company of Chief Principal Kabete Mr. Muchemi Patrick and Registrar Ms. Violet Kithumbu (second left) and Mr. Johnson Kabucho (Left) after a press briefing.



Beatrice Odera and Alex Ondieki during a sensitization forum at Kabianga University



HRMPEB on a meeting a portfolio evidence.



HRMPEB staff during a meeting.



IS HR REALLY YOUR FRIEND?

By *Edward Ndimu*

New hires are often told that HR is there for them. Consequently, the employees tend to believe that if you have an issue or concern, you could raise it with HR, and you will be heard and your issue resolved. It has been argued that HR is there to support the organization's goals and this doesn't necessarily mean that HR is 100% for the employees. Is it possible to strike a balance between meeting organizational objectives and ensuring employee welfare?

HR stands for Human Resources. Every company is powered by humans. Nothing but human ingenuity and passion can make your company thrive, but people are too often overlooked in the practice of HR. Often, supervisors and managers book appointments

and get to have more talk time with the HR than the employees who need more help and support. It is apparent in most organizations that the needs of managers are prioritized above the needs of the employees, with the higher-ups having an us vs them mentality.

Confidentiality. How confidential are your conversations with HR? HR practitioners use a murky phrase, "need to know", to denote when and why they would be willing to share the contents of your confidential conversation. This essentially means that if anyone doesn't ask about it, the conversation remains confidential, but if a senior officer in the organization asks claiming they need to know, the information will be shared. Essentially, a confidential conversation with HR remains so, until circumstances deem otherwise.



With corporate culture centered on organizational growth and maximization of profits, the human aspect of the workforce has often been neglected, with many organizations placing an emphasis on results delivery and not what goes into it. It is often the case that an unproductive employee would cite the absence of a conducive working environment being the cause of their woes, while the organization would cite tardiness and fault the employee, instead of improving the working conditions and changing the office culture.

People are dynamic, and they react to their environment accordingly. If the environment is conducive, they will thrive. If not, they exhibit a decline in output quality and quantity. Malaise in the workplace is often a result of poor work ethic and culture. For HR to be effective in its role, the environment has to be made supportive and the needs of the employees need to be prioritized and not treated as an afterthought after management has had its go.




HR is not your friend. This statement may sound brutal, but it's true. HR fills a role that is difficult to navigate, between the employers and the employees. It is mandated to police the workers, receive their complaints, safeguard their interests while at the same time meeting objectives set by the management, which at times tread on the toes of the employees. Navigating this requires dedication and a strong ethical point of reference for HR to be a balanced entity.





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