



آغا خان یونیورسٹی

THE AGA KHAN UNIVERSITY

**Offered by:**

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# Human Resources for Health

## Standalone Course with Graduate Credits

The Master of Health Policy and Management (MHPM) Programme is pleased to announce the standalone course scheduled from September-December 2024. This course is part of the programme curriculum but can also be taken without enrolling in a degree programme. Course credits can contribute towards a master's degree.

### Course Description

The course emphasizes the importance of human resources for health in improving health outcomes. It introduces the basic concepts, approaches, and models for human resource analysis, planning, and management. It builds on the concept of health labour markets and their influence on health workforce planning. The course also introduces the World Health Organization's 'Workforce Indicators for Staffing Needs (WISN)' software for determining the staff requirements of a health institution/entity. Strategies for effective workforce management include leadership, training & development, motivation, communication, and supportive supervision. Students are familiarized with tools that enhance human resource management capacities, such as job descriptions and performance appraisal systems. The course equips students with the skills to develop a health human resource plan for an institution or district, construct a Job Description (JD), calculate the required staff based on their workload using WISN software, and analyze and interpret results.

### Course credits can contribute towards a master's degree:

Candidates who will achieve a cGPA of 3.5 or above after completing two courses or a cGPA of 3.0 or above after completing three courses are exempted from writing the Admission Test. They will be required to appear for an interview. The courses are valid for three years only for entry into the MHPM programme.

### Audience

- Programme managers from NGO and public sectors, policymakers, health system researchers, and health system academia
- Professionals from medicine, allied health professions, and biological sciences.

### Enrolment Criteria

Candidates for enrolment in this course must present the following:

Candidates who have at least one year of full-time work experience after graduation, in a health-related field or social sector at the time of application (voluntary work, part-time or unpaid internship is not included) and hold at least one of the following degrees are eligible to apply:

Sixteen years of schooling or 4-year education (124-136 credit hours) after HSSC/FA/FSc/Grade 12 equivalent from an accredited / recognized university in Sciences / Health Sciences / Social Sciences / Psychology / Mathematics / Statistics / Business Management / including but not limited to a BSc (Biology, Biological Sciences, Physics, Physical Sciences), DPT, MBBS, BDS, BScN, DVM, D. Pharm, B Pharm (or equivalent).

### Important information:

- Registration will open in July 2024
- Submit the form via e-mail by Friday August 9, 2024 at [visiting.application@aku.edu](mailto:visiting.application@aku.edu) along with the followings as a PDF file:
- Completed and signed application form along with photograph
- Attested copy of degree and marks sheet of sixteen years of schooling in the relevant field as mentioned in the criteria.
- Attested copy of CNIC / Passport
- Attested copy of work experience letter

Interested candidates are encouraged to ensure that their applications are duly completed, as incomplete applications will not be processed.

Kindly note, AKU may request for additional documentation or equivalence certificate to seek clarity on your qualification.