

SECOND TERM WEEKLY LESSON NOTES

WEEK 9

Date: 8 th JULY, 2022	DAY:	Subject: Social Studies
Duration:		Strand: Socio-Economic Development
Class: B7	Class Size:	Sub Strand: Human Resource Development
Content Standard: B7.5.1.1. Demonstrate knowledge of human resource development in Ghana		Indicator: B7.5.1.1.1. Mention ways of developing human resource in Ghana
		Lesson: 1 OF 2
Performance Indicator: Learners can discuss how human resource developed for national development.		Core Competencies: CP 5.1: CC 8.1: CC 8.1: CC 9.1: CP 5.2: CC 7.2: CC 8.1:
References: Social Studies Curriculum Pg. 22-23		
Phase/Duration	Learners Activities	Resources
PHASE 1: STARTER	Revise with learners to review their understanding in the previous lesson. Share performance indicators with learners.	
PHASE 2: NEW LEARNING	Revise with on the types of human resources and state examples in each case. <ul style="list-style-type: none"> • Skilled labor: <i>medical practitioners, accountants, engineers, teachers, etc.</i> • Unskilled labor: <i>manual workers.</i> • Semi-skilled labor: <i>artisans such as carpenters, masons, dressmakers, etc.</i> <p>Guide learners to discuss how human resources can be developed for national advancement.</p> <p>1. <i>Formal education</i> The human resource of Ghana can be developed through education. Education enables an individual to acquire knowledge and attitudes, skills and knowledge necessary for the job that one as learning Thut, education received by the labor force enables them to be instructed in attitudes, skills and knowledge necessary for the job that one m learning</p> <p>2. <i>On the job training</i> Training is another way through which human resource can he developed for national development. The trainee is practically taken through the rudiments of the trade or profession by a specialist. This is to make them acquire knowledge, skills and attitude for a specific purpose or jobs. The essence is to help them contribute effectively m national development in order to increase productivity</p> <p>3. <i>Re-training of displaced workers</i> Re-training can be provided to people who have been displaced from work to enable them to secure new jobs or go into self-employment. Re-training equips the worker to learn new jobs, new skills and broaden his or her outlook and understanding of job The skills needed in the re-training programme are Vocational and technical skills</p>	Pictures and Charts

	<p><i>4. In-service training</i> <i>In-service training can be introduced to improve the skills of workers in the course of discharging their duties. This is vital because we live in an era where new methods and technology are introduced at all times with a view to increasing output. The essence is to make workers prove equal to the changing demands of the task</i></p> <p><i>5. Organized visits or excursions</i> <i>This is another way by which human resource can be developed. Workers and management can visit workers of other organizations and interact with them to learn a lot and improve upon their performance It will enable workers exchange ideas and techniques, change certain assumed ways of doing things, and explore various ways of solving certain common problems.</i></p> <p><i>6. Guidance and counselling</i> <i>It is a way of improving human resource. For people to do the type of work they can very well, they need to be advised to make the right choices at the right time and place. It is important that people are encouraged to train in areas where manpower is required. This is possible if potential workers are guided and counseled to choose the right jobs which their capabilities will allow them.</i></p> <p><u>Assessment</u></p> <ol style="list-style-type: none"> 1. Identify five ways in which our human resource can be developed for national development. 2. Discuss four major factors which hinder the full utilization of human resources in Ghana. 	
<p>PHASE 3: REFLECTION</p>	<p>Use peer discussion and effective questioning to find out from learners what they have learnt during the lesson.</p> <p>Take feedback from learners and summarize the lesson.</p>	

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Content Standard: B7.5.1.1. Demonstrate knowledge of human resource development in Ghana	Indicator: B7.5.1.1.1. Mention ways of developing human resource in Ghana	Lesson: 2 OF 2
Performance Indicator: Learners can describe ways of solving the problems of poor utilization of human resources.		Core Competencies: CP 5.1: CC 8.1: CC 8.1: CC 9.1: CP 5.2: CC 7.2: CC 8.1:
References: Social Studies Curriculum Pg. 22-23		

Phase/Duration	Learners Activities	Resources
PHASE 1: STARTER	<p>Revise with learners to review their understanding in the previous lesson.</p> <p>Share performance indicators with learners.</p>	
PHASE 2: NEW LEARNING	<p>Guide learners to discuss why the human resources are not fully utilized in Ghana.</p> <p><i>1. Lack of Job Opportunities</i> In the first place some workers do jobs for which they are not trained, again, most educated people in Ghana are trained for white collar jobs and these job openings are very few, therefore those who do not get this type of jobs do nothing. The above case is due to lack of job opportunities.</p> <p><i>2. Putting unqualified people in certain job positions</i> There is the problem of employing people to do jobs they are not qualified to do. There are many social reasons underlying this factor. This include nepotism, political affiliation, tribalism, etc.</p> <p><i>3. Poor attitude towards work</i> There is poor attitude towards work by Ghanaians. This comes about because there seems to be perpetual conflict between employers and employees. The rank and file of the workers always feel they are not part of the enterprise in which they work. They become apathetic to their work.</p> <p><i>4. Inadequate inventiveness</i> It has been noted already that human resources development has a positive impact on resource utilization. Individuals in a society should be inventive and ready to use their mental faculties to create wealth out of resources. There is the lack of such inventiveness on the part of most Ghanaians. The result has been dependence on foreign good which could easily be made in the country.</p> <p>In groups, learners research solutions to the problems of poor utilization of human resources.</p> <p><i>1. Foreign investment</i> One way to fight underutilization of workers is to attract private foreign investors into the country. The enterprises set up by these foreign investors will absorb the underemployed or the unemployed.</p> <p><i>2. Employment should be on merit</i></p>	Pictures and Charts

	<p><i>There should be the will to employ people only on merit. For instance, requirement for jobs should be based on ownership of appropriate qualifications. There is the need to get rid of nepotism, favoritism and to encourage national integration so as to pull resources together for nation building.</i></p> <p><i>3. Attitudinal change</i> <i>There is the need to change the work ethics of Ghanaians (that is poor attitude to work). Conditions must be created for the rank and file to feel that they are part and parcel of the enterprise. For instance, workers can be encouraged to be part of the decision making process.</i></p> <p><i>4. Increase in wages</i> <i>Furthermore, workers should be adequately rewarded. For instance, the minimum wage can be increased substantially. This will provide the needed motivation that will urge workers to work very hard.</i></p> <p><u>Assessment</u></p> <ol style="list-style-type: none"> 1. Discuss any three ways to solve problems of utilization of human resources in Ghana. 2. Explain four ways of solving the problems of poor utilization of human resources. 	
<p>PHASE 3: REFLECTION</p>	<p>Use peer discussion and effective questioning to find out from learners what they have learnt during the lesson.</p> <p>Take feedback from learners and summarize the lesson.</p>	