Department of Agricultural and Resource Economics

AEE 501- Personnel and Labour Management

COURSE PARTICULARS

Course Code: AEE 501
Course Title: Personnel and Labour Management
No. of Units: 2
Course Duration: Two hours of theory per week for 15 weeks.
Status: Compulsory
Course Email Address: NIL
Course Webpage: NIL
Prerequisite: NIL

COURSE INSTRUCTORS

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COURSE DESCRIPTION

This course is a 500Level course, aimed at exposing the students to the various problems confronting personnel and labour management in Nigeria and how such problems could be solved through formulation of appropriate policies and programmes in the Agricultural sector in particular and the whole economy at large.
COURSE OBJECTIVES

The objectives of this course are to:

- introduce students to issues bothering on personnel and labour management in Nigeria;
- Provide students with opportunities to develop basic skills with respect to personnel and Labour management in Nigeria.

COURSE LEARNING OUTCOMES / COMPETENCIES

Upon successful completion of this course, the student will be able to:

- discuss labour laws and administration in Nigeria;
- understand labour productivity issues and measurements;
- explain the concept of motivation in labour management;
- formulate appropriate and sound policies necessary for personnel and labour management in Nigeria.

GRADING SYSTEM FOR THE COURSE

This course will be graded as follows:

<table>
<thead>
<tr>
<th>Component</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Assignments</td>
<td>10%</td>
</tr>
<tr>
<td>Test(s)</td>
<td>30%</td>
</tr>
<tr>
<td>Final Examination</td>
<td>60%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100%</td>
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GENERAL INSTRUCTIONS

Attendance: It is expected that every student will be in class for lectures promptly. Attendance records will be kept.

Academic Integrity: Violations of academic integrity, including dishonesty in assignments, examinations, or other academic performances are prohibited. Students will not be allowed to make copies of another person’s work and submit it as their own. All cases of academic dishonesty will be reported to the University Management for appropriate sanctions in accordance with the guidelines for handling students’ misconduct as spelt out in the” Students’ Handbook”.
**Assignments and Tests:** Students are expected to submit assignments as scheduled. Late submission of assignments will not be permitted. Students are expected to obey all the rules and regulations guiding the conduct of tests and examination as spelt out in the University hand book.

**Code of Conduct at Lecture:** Students should turn off their cell phones during lectures. Students are prohibited from engaging in other activities (such as texting, watching videos, etc.) during lectures. Students are not expected to make noise or engage in side talk during lectures.

**READING LIST**


## COURSE OUTLINE

<table>
<thead>
<tr>
<th>Week</th>
<th>Topic</th>
<th>Remarks</th>
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<tbody>
<tr>
<td>1</td>
<td>Introduction to labour management</td>
<td>During this first class, the students will be exposed to the skills of managing people on the farm. In particular, the three essential ingredients of effective labour administration: concern for productivity and the people, human resource management and purpose action will be stressed.</td>
</tr>
<tr>
<td>2 &amp; 3</td>
<td>Work schedule combinations and timings</td>
<td>Emphasis will be laid on the various work schedules and timings on the farm.</td>
</tr>
<tr>
<td>4 &amp; 5</td>
<td>Labour productivity issues and measurement</td>
<td>The lecture will involve an overview of labour productivity issues and measurements. Emphasis will be laid on practical steps to employee selection, validating the selection process.</td>
</tr>
<tr>
<td>6</td>
<td>The concept of motivation in labour management</td>
<td>The lecture will involve an overview of the concept of motivation in labour management. The definition of motivation and the various ways by which labour can be attracted to the agricultural sector and motivated will be discussed.</td>
</tr>
<tr>
<td>7 &amp; 8</td>
<td>Labour laws and administration</td>
<td>Students will be requested to discuss labour laws and administration in Nigeria. Emphasis will be laid on labour laws relating to performance appraisal, discipline, and termination. Policies and handbook relating to labour laws will also be discussed.</td>
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MID-SEMESTER TEST
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<thead>
<tr>
<th>9 &amp; 10</th>
<th>Labour management and industrial actions</th>
<th>The lecture will involve an overview of labour relationships, Nigerian labour laws and International labour Organizations.</th>
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<tbody>
<tr>
<td>11 &amp; 12</td>
<td>Dispute resolutions in labour management</td>
<td>There will be discussions on dispute resolutions in labour management. Students will be taught conflict management skills.</td>
</tr>
<tr>
<td>13 &amp; 14</td>
<td>Labour arbitration panel</td>
<td>Issues relating to labour unionisms and trade disputes resolutions will be discussed.</td>
</tr>
<tr>
<td>15</td>
<td>REVISION</td>
<td>This is the week preceding the final examination. At this time, evaluation will be done to assess how far the students’ expectations for the course have been met.</td>
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