

Human Resources Practitioners' Perceptions Of Their Role And Responsibility In Managing HIV/Aids In Industry

C. DE W. van Wyk

Abstract

The central question to be examined revolved around an analysis of the perceptions of Human Resources Practitioners regarding their role and responsibility in the management of HIV/AIDS in industry. A convenience sample of HR Practitioners was used in a cross-sectional design. A questionnaire measuring the constructs of managing HIV/AIDS in industry, as well as a biographical questionnaire was administered. The questionnaire proved to be reliable. A Cronbach alpha coefficient of 0,82 and 0,71 was obtained. Descriptive statistics were used to analyse the data. Results indicated that HR Practitioners experienced and perceived significant differences with regard to the implementation of their companies' policy formation and -implementation, training needs of managers and employees, mentoring/ coaching -approaches and other AIDS-related issues in terms of their perceptions regarding the management of HIV/AIDS.

The findings revealed a gap of knowledge on managing HIV/AIDS existing among HR Practitioners at all levels. While some HR Practitioners had a detailed knowledge of the disease and its prevention, others were ignorant about it, but agreed that the management of HIV/AIDS can be seen as an integral part of their daily role and responsibility in industry. Recommendations were proposed for future research, policy making and practice in the area of HIV/AIDS and the management thereof.

Full Text: [PDF](#)