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NAMIBIAN STANDARD

NAMS 30408:2026 Human resource management — Guidelines on human governance

This Namibian standard is the identical implementation of ISO 30408:2016 and is adopted with the permission of the International Organization for Standardization

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National Foreword

This NAMS 30408:2026 is identical with (*the second edition of* ISO 30408:2016 Human resource management — Guidelines on human governance.

The Namibian Standards Institution Technical Committee responsible for the adoption of this International Standard is Technical Committee 2 on Quality Management and Quality Assurance.

No amendments, omission and additions have been made to the original ISO International Standard.

ISO Foreword

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The committee responsible for this document is Technical Committee ISO/TC 260, *Human resource management.*

INTERNATIONAL STANDARD

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Human resource management — Guidelines on human governance

Management des ressources humaines — Lignes directrices sur la gouvernance humaine

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Foreword

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The committee responsible for this document is Technical Committee ISO/TC 260, *Human resource management.*

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Introduction

People are at the heart of every organization. For an organization to achieve long-term sustainable success, it is important to consider all stakeholders within the governance system.

All organizations have governance. Governance refers to the system by which organizations are directed, controlled and held accountable. Governance defines rules, systems, processes and behaviour. To be effective, a governance system needs to consider the whole organization in all of its dimensions. Effective governance promotes confidence in both present and future stakeholders (employees, investors, shareholders, customers and other interested parties) in the long-term viability of the organization. Effective governance contributes to strategic decision-making by creating responsible, accountable, well-managed and value-focused organizations.

Human governance refers specifically to the system or systems by which people within an organization are directed and held accountable. The governance of people is as important as the governance of physical assets or financial capital, and how this is done is instrumental in promoting appropriate behaviour within an organization. By considering human and social factors in the decision-making process, the human governance system will lead to positive outcomes for all stakeholders.

By aligning effective human governance practices with strategic planning, the organization can:

— respond to organizational, regulatory and operational needs;

— anticipate and manage human resource risks;

— ensure associated costs are managed and the value of such investments is measured;

— develop an organizational culture which reflects its organizational values;

— foster increased management, effective communication and collaboration across all stakeholders;

— optimize overall performance.

The purpose of this document is to provide organizations with guidelines to structure a human governance system and align it to the needs of the organization.

This document provides guidelines for the alignment of relationships, roles and responsibilities within human governance systems, recognizing that these systems are fundamental for directing behaviour within an organization.

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Human resource management — Guidelines on human governance

1 Scope

This document provides guidelines on tools, processes and practices to be put in place in order to establish, maintain and continually improve effective human governance within organizations.

This document is applicable to organizations of all sizes and sectors, whether public or private, for profit or not for profit.

This document does not address relations with trade unions or other representative bodies.

2 Normative references

There are no normative references in this document.

3 Terms and definitions

For the purposes of this document, the terms and definitions given in ISO 30400 and the following apply.

ISO and IEC maintain terminological databases for use in standardization at the following addresses:

— ISO Online browsing platform: available at http://www.iso.org/obp

— IEC Electropedia: available at http://www.electropedia.org/

3.1
human governance
system by which an organization is directed and controlled, taking into account the organization's stakeholders as well as human and social factors, at the highest and every level of decision making

4 Principles of human governance

Human governance principles refer to human governance domains relating to organizational, social and managerial choices.

They guide human behaviour within an organization and provide a framework to assist organizations in establishing and implementing human resource management practices that add value to the organization.

Management should formally consider and align human governance principles when establishing strategic organizational objectives and communicate these to stakeholders.

Underlying principles can include:

a) fairness and transparency in the design and outcomes of the organizational processes and practices;

b) openness in organizational processes, practices and outcomes;

c) accountability to the organization's governing bodies, legal authorities and stakeholders.

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