



Portfolio

Master's in Human Resources Management

Please make sure that you have read the [Portfolio Guidelines](#) before starting to fill out this document.

Course Details:

Module Name:

Student Details:

Name:

Surname:

Student Number:

Final Portfolio Score

To be filled out by assessor only

Assessor's Name:

Assessor's Signature

Date:

Portfolio Exercise 1 – Reflective Commentary (10% Weighting)

Word Count: ~500 words

Task:

In your portfolio, write on the following:

- A description of what you do in your work / your area of study so far
- Outline the reasons and motivations for doing this course
- Highlight what you wish to achieve from this course
- What are your major concerns regarding studying?

Student's Work:

Assessor's Score and remarks:

Portfolio Exercise 2 – Analytical Work (25% Weighting)

Word Count: ~500 words

Task:

Identify and analyse at least two major barriers for successful diversity and inclusion in organisations. Discuss:

- Why these barriers persist despite corporate efforts
- How leadership style, organisational culture or unconscious bias contribute to these issues
- Suggest strategies that could help overcome these barriers

Reference at least one HRM theory or model where appropriate (e.g., Hofstede's Cultural Dimensions, Equity Theory).

Student's Work:

Assessor's Score and remarks:

Portfolio Exercise 3 – Research Based Task (25% Weighting)

Word Count: ~500 words

Choose two of the following HRM theories:

- Universalist Theory
- Contingency Theory
- Resource-Based View (RBV)
- Institutional Theory

For each theory, describe:

- The core principles of the theory
- The key scholars associated with it
- Strengths and weaknesses of the theory

Student's Work:

Assessor's Score and remarks:

Portfolio Exercise 4 – Practical Recommendations (25% Weighting)

Word Count: ~500 words

Task:

Imagine you are the new HR Manager for a small start-up company (choose the industry). Recommend three essential HRM practices or policies that the company should prioritise to ensure sustainable growth and employee satisfaction.

Explain the importance of your chosen practices.

Student's Work:

Assessor's Score and remarks:

Portfolio Exercise 5 – Reflective Commentary (15% Weighting)

Word Count: ~500 words

Task:

In your final portfolio discuss:

- What you have learnt from this module
- How useful this was for your development
- Your main reflections about what you have learnt

Student's Work:

Assessor's Score and remarks: