

Masters in Human Resources Management: Intake April- June 2025

Assessment Task: Written assignment based on chosen questions	
Module: <i>Employee Relations and Wellbeing</i>	Tuition Centre: 21 Academy Licence Number: 2018-017
Level: Award MQF Level 7	Student Name:
Date:	Student Number:
Assignment Deadline: 2 October 2025	
<p>Task The purpose of this unit is to develop an understanding of a particular topic you will write about which forms part of Employee Relations and Wellbeing.</p> <p>Note This assessment provides students with an opportunity to put into practice the relevant provisions of the law in relation to the topic they choose to write about forming part of Employee Relations and Wellbeing.</p> <p>Note <i>You should plan to spend approximately 20 hours researching each assignment question, preparing for and writing the assignment for assessment. The nominal word count for each assignment is 2500 words.</i></p> <p><i>Please ensure that you refer to 21 Academy's Assignment Guidelines for comprehensive information regarding the submission of your assignment. Additionally, the assignment submission form must be included with your completed work, clearly indicating which question you have chosen to answer by ticking the box next to the question number.</i></p>	
<p>Choose and answer 1 (one) question 1 from the following:</p> <p>☐ Question 1: Critically evaluate the relevance of unitarist, pluralist, and radical perspectives in contemporary employee relations. How do these theoretical lenses influence HR strategies and conflict resolution approaches in different organisational contexts? Support your analysis with current examples and scholarly literature.</p> <p>☐ Question 2: Discuss how performance management systems can either enhance or damage employee relations and wellbeing. In your answer, critically assess the role of line managers, transparency, and perceived fairness in the appraisal process, using real organisational case studies or empirical research.</p> <p>☐ Question 3: Critically evaluate the various mechanisms organisations use to promote employee voice (e.g., suggestion schemes, employee forums, digital platforms, trade unions). To what extent do these mechanisms support inclusivity and contribute to conflict reduction and employee wellbeing? Support your analysis with relevant theories and case study examples.</p>	
Pass Mark - 50%	Total Assignments Weighting - 70%
By submitting I confirm that this assessment is my own work	
Mark:	Signature: <main assessor>
Date	Signature: <quality assurance>