

Undergraduate Diploma in Business Administration: Intake September 2025

Assessment Task: Written assignment based on chosen questions	
Module: <i>Human Resources Management</i>	Tuition Centre: 21 Academy Licence Number: 2018-017
Level: Award MQF Level 5	Student Name:
Date:	Student Number:
Assignment Deadline: 09 April 2026	
<p>Task The purpose of this unit is to develop an understanding of a particular topic you will write about which forms part of Human Resources Management.</p> <p>Note This assessment provides students with an opportunity to put into practice the relevant provisions in relation to the topic they choose to write about forming part of Human Resources Management.</p> <p>Note You should plan to spend approximately 20 hours researching the assignment question, preparing for and writing the assignment for assessment. The nominal word count for the assignment is 1,200 words. You are expected to use the Harvard referencing style. You are expected to use the Harvard referencing style. Make sure to go through the Assignment Guidelines made available in the course resource centre.</p>	
<p>Choose 1 question from the following:</p> <div style="margin-bottom: 10px;"> ☐ Question 1: The Evolution and Impact of Modern HRM Explain what is meant by human resource management and its impact on the success and growth of an organisation. Your assignment must address the following areas: <ol style="list-style-type: none"> 1. Foundations of HRM: Define Human Resource Management and discuss its evolution from personnel management. 2. Core HR Functions: Briefly outline the broad areas of HRM (Recruitment and Selection, Learning and Development, Performance Management, Reward Management and Employee Relations). Explain how each of these contribute to the competitive advantage and overall success of a business. 3. Strategic vs. Operational HR: Analyse the difference between Strategic HRM (SHRM) and Operational HRM. Provide examples of how an HR department moves from being "administrative" to being a "strategic partner." 4. The International Dimension: Discuss the complexities of International HRM (IHRM). How do organisations manage diverse workforces across different cultures and legal jurisdictions? Throughout the assignment, please refer to HR theories and models as well as real-world organisations to show how these theories look in practice. </div> <div> ☐ Question 2: : Designing for Growth: A Strategic Approach to L&D You are the newly appointed Learning and Development (L&D) Specialist for "Nova Solutions," a company experiencing rapid growth but facing a "skills gap" in its middle management tier. The CEO has noticed that while technical skills are high, leadership and adaptability are low. You have been tasked with producing a report that outlines a professional L&D strategy to address these issues. Write a report that covers the following four key sections: <ol style="list-style-type: none"> 1. The Foundations of L&D and How People Learn <ul style="list-style-type: none"> • Define the fundamentals of L&D and its importance to organisational sustainability. • Explain how adult people learn within a work environment. You must reference at least one major related theory. 2. Identifying the Gap: Training Needs Analysis (TNA) </div>	

- Explain the process of carrying out a Training Needs Analysis (TNA).
 - How do you identify what training is actually required versus what is simply "wanted"?
3. The L&D Process & Leadership Development
- Outline the key steps of the L&D cycle.
 - What practices are most effective for developing future leaders?
4. The Training Plan
- Propose a brief Training Plan for the middle managers at Nova Solutions.
 - Include the objectives, delivery methods, and how you will evaluate the success of the plan.
- Throughout the assignment, please refer to HR theories and models as well as real-world organisations to show how these theories look in practice.

Question 3: Optimising Talent: The Role of Performance Management

"Apex Logistics," a global freight company, has recently seen a decline in employee morale and a 15% drop in productivity. Exit interviews suggest that staff feel their hard work goes unnoticed, while underperformers are not held accountable. The CEO believes their current annual "paper-based" appraisal system is outdated and ineffective.

As the HR Manager, you are required to submit a report to the Executive Team proposing a modern, integrated Performance Management System.

Write a report that addresses the following four pillars of Performance Management:

1. The Strategic Need and Benefits

- Critically discuss the "need" for performance management. Why is it more than just a "box-ticking" exercise?
- Outline the benefits of an effective PM system.

2. Systems for Managing Performance

- Compare and contrast different approaches to PM, such as Traditional Annual Appraisals versus Continuous Feedback Loops (Real-time management).
- Explain and discuss the concept of the Performance Management Cycle.

3. Assessing Performance at Work

- Explain the methods used to assess performance.
- Discuss the role of the "Appraisal Meeting" - how should it be structured to remain constructive?

4. Rating Performance: Accuracy and Fairness

- Explain how to effectively rate performance.
- Briefly mention how to avoid "Rater Bias".

Throughout the assignment, please refer to HR theories and models as well as real-world organisations to show how these theories look in practice.

Pass Mark - 50% of all the module's weighted assessment methods.

Total Assignment Weighting - 55%

By submitting I confirm that this assessment is my own work

Mark:

Signature: <main assessor>

Date

Signature: <quality assurance>