

Masters in Human Resources Management: Intake June 2025-February 2026

Assessment Task: Written assignment based on chosen questions	
Module: <i>Human Resource Management in Context</i>	Tuition Centre: 21 Academy Licence Number: 2018-017
Level: Award MQF Level 7	Student Name:
Date:	Student Number:
Assignment Deadline: 28 May 2026	
<p>Task The purpose of this unit is to develop an understanding of a particular topic you will write about which forms part Human Resource Management in Context.</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 Human Resource Management in Context.</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 from the following:</p> <div style="margin-bottom: 10px;"> ☐ Question 1: To what extent is Human Resource Management (HRM) a driver of organisational strategy rather than a responder to it? Critically evaluate this statement by examining the evolving role of HR within organisations. In your answer, you should analyse relevant theoretical perspectives and assess the conditions under which HR can act as a strategic partner versus when it remains operational or reactive. Your discussion should: Explore key models of HRM (e.g., best fit vs best practice, strategic HRM, resource-based view) Critically assess the role of HR in strategy formulation and implementation Evaluate organisational, environmental, and leadership factors that influence HR's strategic position Support your argument with relevant examples and contemporary evidence </div> <div style="margin-bottom: 10px;"> ☐ Question 2: You are an HR consultant tasked with improving employee engagement in a multinational organisation operating across different industrial relations systems. Critically evaluate how employee relations strategies can be designed and implemented to enhance engagement in this context. Your answer should: Examine how employee relations influence engagement outcomes Identify challenges arising from operating in multiple industrial relations systems Refer to real multinational organisations Apply relevant theoretical frameworks to justify your approach Propose and critically evaluate practical strategies to enhance engagement </div> <div> ☐ Question 3: Critically evaluate the role of Human Resource Management (HRM) in promoting ethical practices and sustainability within organisations. </div>	

In your answer, you should:

Define and critically assess key ethical principles and sustainable HRM practices

Examine how HR contributes to Corporate Social Responsibility (CSR) and organisational ethics

Analyse ethical challenges in core HR functions such as recruitment, performance management, and diversity management

Evaluate the influence of ethical leadership on organisational culture and decision-making

Support your discussion with relevant theoretical frameworks and empirical examples

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>