

Masters in Human Resources Management: Intake September 2025- May 2026

Assessment Task: Written assignment based on chosen questions	
Module: <i>Developing, Leading, and Engaging People</i>	Tuition Centre: 21 Academy Licence Number: 2018-017
Level: Award MQF Level 7	Student Name:
Date:	Student Number:
Assignment Deadline: 23 July 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 Developing, Leading, and Engaging People.</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 Developing, Leading, and Engaging People.</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>	
Choose and answer 1 (one) question1 from the following:	
<p>☐ Question 1: Evaluating L&D: Demonstrating Business Value and Performance Impact Companies spend millions on training but struggle to prove it's worth the money. Critically evaluate the frameworks (such as Kirkpatrick's Four Levels) used to measure both the financial return (ROI) and overall effectiveness of training. Discuss how HR leaders can align training programmes with corporate strategy to boost staff performance and business growth. Finally, design a practical evaluation framework for a training program of your choice, detailing how you would present the data to executives to justify the budget.</p> <p>☐ Question 2: Navigating Change: Overcoming Resistance and Engaging Employees Critically examine why employees resist major corporate shifts like mergers, restructuring, or digital upgrades. Using established models (such as Kotter's 8-Step Model), analyse the emotional and psychological impact of change on a workforce. Propose a comprehensive, step-by-step communication and engagement plan aimed at rebuilding trust, managing employee uncertainty, and lowering resistance to ensure a smooth transition.</p> <p>☐ Question 3: Motivation and Engagement: Driving Performance in Modern Organizations Critically assess the relationship between human motivation and workplace engagement. Using modern organisational behaviour theories, analyse how internal drives (like personal growth) and external rewards (like bonuses) affect employee engagement. Your analysis should consider how these dynamics play out across different job roles and diverse cultural backgrounds.</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>