

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: 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 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> <div style="margin-top: 10px;"> <input style="margin-right: 5px;" type="checkbox"/> Question 1: Critically evaluate the evolution of employee relations from traditional industrial relations approaches to contemporary strategic human resource management (SHRM). In your answer, critically assess the strategic significance of employee relations and employee wellbeing in influencing organizational performance, sustainability, employee engagement, and competitive advantage within modern organizations. Your discussion should demonstrate critical engagement with relevant employee relations and HRM theories, models, and academic literature. </div> <div style="margin-top: 10px;"> <input style="margin-right: 5px;" type="checkbox"/> Question 2: Compare and contrast the unitarist, pluralist, and radical perspectives of employee relations. Critically examine how these theoretical approaches influence organizational employee relations strategies and shape the management of workplace conflict, trust, power dynamics, and the psychological contract. Your answer should demonstrate critical engagement with relevant employee relations theories, models, and academic literature. </div> <div style="margin-top: 10px;"> <input style="margin-right: 5px;" type="checkbox"/> Question 3: Evaluate the employee relations challenges associated with organizational change, restructuring, and transformation. Identify and critically assess the key sources of employee resistance to change and examine the implications of organizational transformation on trust, engagement, communication, and workplace relationships. Drawing on relevant employee relations, organizational change, and leadership theories, develop a strategic communication plan that promotes trust, employee engagement, and organizational support throughout the change process. Your answer should demonstrate critical engagement with appropriate theoretical frameworks, models, and academic literature, and evaluate how theory can be applied to support effective employee relations practices during periods of organizational change. </div>	

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>