



Portfolio

Master's in Human Resources Management

Please make sure that you have read the [Portfolio Guidelines](#) before starting to fill out this document.

Course Details:

Module Name: Employee Relations and Wellbeing

Student Details:

Name:

Surname:

Student Number:

Final Portfolio Score

To be filled out by assessor only

Assessor's Name:

Assessor's Signature

Date:

Portfolio Exercise 1 – Reflective Commentary (15% Weighting)

Word Count: ~500 words

1. Reflect on a time when you witnessed or experienced a change initiative (e.g., restructuring, new policies, or culture change) in the workplace. How did this change impact employee relations and wellbeing, and what lessons did you take away about managing change effectively and empathetically?

If students don't have work experience yet they can opt to answer the same question based on the following case study:-

1.1 The Coffee Club Case Study

The Coffee Club is a small chain of coffee shops employing around 40 staff across three locations. The business recently introduced a new performance monitoring system that tracks staff productivity—measuring order times, customer reviews, and upselling success.

The decision was made by senior management without consulting staff. Shift supervisors announced the change in brief meetings, and there was no opportunity for employees to ask questions or express concerns. Several staff felt the new system was unfair and overly focused on numbers rather than teamwork or customer relationships.

Over the following weeks, staff morale noticeably declined. Baristas reported feeling anxious and undervalued. A few experienced employees left the business, citing a lack of voice and increasing pressure. Others reduced their enthusiasm for team tasks or stopped offering creative ideas for promotions or in-store improvements.

Despite the decline in engagement, management viewed the system as a success due to a short-term spike in sales. However, customer satisfaction scores began to dip as staff appeared less friendly and more rushed.

Write in the next page please.

Student's Work:

Assessor's Score and remarks:

Portfolio Exercise 2 – Analytical Work (20% Weighting)

Word Count: ~500 words

Analyse the role of trade unions in modern employee relations. To what extent have they maintained influence in promoting employee wellbeing and protecting workers' rights in the 21st-century workplace?

Student's Work:

Assessor's Score and remarks:

Portfolio Exercise 3 – Research Based Task (25% Weighting)

Word Count: ~500 words

Using recent academic and practitioner literature, explore the relationship between employee wellbeing and organisational performance. What evidence exists to support the claim that improving wellbeing leads to measurable business benefits?

Student's Work:

Assessor's Score and remarks:

Portfolio Exercise 4 – Practical Recommendations (25% Weighting)

Word Count: ~500 words

Task:

You have been asked by HR to advise on improving employee wellbeing in a mid-sized organisation that is experiencing high levels of stress-related absence. What three practical, evidence-based interventions would you recommend, and why?

Student's Work:

Assessor's Score and remarks:

Portfolio Exercise 5 – Reflective Commentary (15% Weighting)

Word Count: ~500 words

Task:

In your final portfolio discuss:

- i. Discuss what you have learnt from this module
- ii. How useful this was for your development
- iii. What are your main reflections about what you have learnt

Student's Work:

Assessor's Score and remarks: