

Masters in Human Resources Management: Intake June 2025 to May 2026

Assessment Task: Written assignment based on chosen questions	
Module: <i>Business Skills and Performance Management</i>	Tuition Centre: 21 Academy Licence Number: 2018-017
Level: Award MQF Level 7	Student Name:
Date:	Student Number:
Assignment Deadline: 24 September 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 Business Skills and Performance Management.</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 Business Skills and Performance Management.</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) question1 from the following:</p> <p>☐ Question 1: Critically evaluate the effectiveness of transformational, transactional and adaptive leadership styles in leading organisational performance and change. Critically evaluate the strengths and limitations of transformational, transactional and adaptive leadership styles. In your answer, you should:</p> <ul style="list-style-type: none"> • Compare the underlying assumptions and characteristics of each leadership approach. • Evaluate how each style influences employee motivation, engagement and organisational performance. • Analyse the suitability of each leadership style in different organisational contexts. • Discuss how leaders may integrate multiple leadership approaches to address contemporary organisational challenges. • Support your discussion with relevant academic theories, empirical research and organisational examples. <p>☐ Question 2: Critically evaluate the role of coaching and feedback in improving employee performance and organisational effectiveness. Critically evaluate the effectiveness of the GROW Model, SBI Model, BOOST Model and 360-degree feedback in supporting employee development and performance improvement. Your discussion should:</p> <ul style="list-style-type: none"> • Explain the theoretical foundations of coaching and constructive feedback. • Critically compare the strengths and limitations of each coaching and feedback model. • Analyse how these approaches influence employee learning, motivation and behavioural change. 	

- Evaluate potential challenges organisations may face when implementing coaching and feedback systems.
- Recommend evidence-based strategies for creating a coaching culture within organisations.

☐ **Question 3:**

Critically evaluate the effectiveness of contemporary performance management frameworks in improving organisational and employee performance.

Critically evaluate contemporary approaches to performance management and their contribution to organisational success.

Your discussion should:

- Examine the principles of effective performance management frameworks.
- Evaluate how performance management contributes to employee development, engagement and organisational performance.
- Critically analyse contemporary challenges including remote working, AI-enabled performance monitoring, employee wellbeing, diversity and inclusion, and continuous feedback.
- Assess the role of managers in ensuring fairness and effectiveness throughout the performance management process.
- Recommend evidence-based improvements for future performance management systems.

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>