**Achievement Feedback Summary**

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| **Assessor’s Name** | | **Mr. Leo Obara** | | |
| **Pass** | | **Merit** | **Distinction** | **Grades Awarded** |
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| **LO1 Explain the purpose and scope of Human Resource Management in terms of resourcing an organisation with talent and skills appropriate to fulfil business objectives** | | | | **LO 01**  P1 Achieved / Not Achieved  P2 Achieved / Not Achieved  M1 Achieved / Not Achieved  M2 Achieved / Not Achieved  D1 Achieved/ Not Achieved  **LO 02**  P3 Achieved / Not Achieved  P4 Achieved / Not Achieved  M3 Achieved / Not Achieved  D2 Achieved / Not Achieved  **LO 03**  P5 Achieved / Not Achieved  P6 Achieved / Not Achieved  M4 Achieved / Not Achieved  **LO 04**  P7 Achieved / Not Achieved  M5 Achieved / Not Achieved  D3 Achieved / Not Achieved |
| **P1** Explain the purpose and the functions of HRM, applicable to workforce planning and resourcing an organisation. | | **M1** Assess how the functions of HRM can provide talent and skills appropriate to fulfil business objectives | **D1** Critically evaluate the strengths and weaknesses of different approaches to recruitment and selection, supported by specific examples. |
| **P2** Explain the strengths and weaknesses of different approaches to recruitment and selection. | | **M2** Evaluate the strengths and weaknesses of different approaches to recruitment and selection. |
| **LO2** **Evaluate the effectiveness of the key elements of Human Resource Management in an organization** | | | |
| **P3** Explain the benefits of different HRM practices within an organisation for both the employer and employee. | | **M3** Explore the different methods used in HRM practices, providing specific examples to support evaluation within an organisational context. | **D2** Critically evaluate employee relations and the application of HRM practices that inform and influence decision-making in an organisational context. |
| **P4** Evaluate the effectiveness of different HRM practices in terms of raising organisational profit and productivity. | |
| **LO3 Analyse internal and external factors that affect Human Resource Management decision-making, including employment legislation** | | | **D3** Critically evaluate employee relations and the application of HRM practices that inform and influence decision-making in an organisational context. |
| **P5** Analyse the importance of employee relations in respect to influencing HRM decision- making. | **M4** Evaluate the key aspects of employee relations management and employment  legislation that affects HRM decision-making in an organisational context. | |
| **P6** Identify the key elements of employment legislation and the impact it has upon HRM decision- making. |
| **LO4 Apply Human Resource Management practices in a work-related context** | | |
| **P7** Illustrate the application of HRM practices in a work-related context, using specific examples. | | **M5** Provide a rationale for the application of specific HRM practices in a work- related context. |

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| **Overall Result/Grade** | **PASS/MERIT/DISTINCTION/REDO** | [To Achieve a PASS, all P grade descriptors should be achieved; To achieve a MERIT, all P and M grade descriptors should be achieved; To achieve a DISTINCTION, all P, M and D grade descriptors should be achieved.] | **Date:** |
| **Summative Feedback:**  **Overall Feedback on current work with emphasis on how the student can improve and achieve higher grades in future.** |  | | |

**General Guidelines**

***(Please read the instructions carefully)***

1. Complete the title page with all necessary student details and ensure that the signature of the student is marked in the declaration form.
2. All assignments must be submitted as an electronic document in MS Word to the LMS (Use 12 Times New Roman script).
3. Assignment that is not submitted to the LMS by the prescribed deadline will be accepted ONLY under the REDO and RESIT submission policy of Westford.
4. The results are declared only if the student has met the mandatory attendance requirement of 75% and/or a minimum of 50% under extenuating circumstances approved and ratified by the Academic Director. The student has to repeat the module (with additional fees applicable) if the attendance is below 50%.
5. **The assignment should not contain any contents including references cited from websites like** [www.ukessays.com](http://www.ukessays.com), [www.studymode.com](http://www.studymode.com), [www.slideshare.net](http://www.slideshare.net), [www.scribd.com](http://www.scribd.com).
6. **Turnitin report is mandatory and should be attached in the assignment report.**
7. Submit the assignment in a MS Word document with the file name being:

First Name Last Name\_ abbreviation of the subject.

**Example: John Smith\_SM.**

**Mandatory Quick reference Checklist for the Students before submitting the assignment:**

1. **Adherence to the deadline of submission date.**
2. **Original cover sheet and format retained and the Turnitin Report to be attached.**
3. **Student information and signature intact.**
4. **Font style and size used as instructed.**
5. **Harvard Referencing System and Citations are strictly followed.**

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| **Assignment title** | Human Resource Management in organizations |
| Part 1. Development of Human Resource Plan (4000 words)  You are working as an HR Manager for a large logistics, transportation and forwarding company in the Middle East. Recently, Shell Iraq decided to close down and outsourced their transportation facilities that caters to their employees’ travel from company accommodation to Shell’s various worksite. Their plan is aligned to their strategy to focus more on essential part of the business. Your company received a request for proposal (RFP) from Shell Iraq, inviting your organization to place a bid in handling the transportation section of the company. Your CEO was thrilled and called a meeting with all functional heads to review the requirements stipulated in RFP and highlighted the importance of this opportunity. This project, if secured, will increase the company’s revenue by up to 40 percent on an annual basis. Upon reviewing the RFP on HR Section, Shell requires a detailed HR Plan which are outlined below:  1. Workforce Deployment. This section requires you to discuss workforce planning, Job Analysis, Job Specification, Source of Recruitment, job advertisement, Selection Methods up to Onboarding.  2. Performance Reward Management. Outline the basis on how you will develop your strategy. Shell also requires you to discuss your retention strategies, intrinsic and extrinsic reward that your organization offers should you be awarded with this project. The RFP also requires you to discuss different components of your entire compensation and benefits. You need to discuss how employee performance will be assessed in this section  3. Employee Skills. This section should outline the training and development programmes and strategies to ensure the people have required skills to handle the project. Shell emphasized the importance of Health, Safety and Environment. Shell. Is also interested on how your training programs will affect the organization by discussing a model on you will measure the impact of the training programs to the business.  4. Employee Relations. Disciplinaries and grievances are common at the worksite. You should discuss the importance and approach to employee relations to this project. You are also required to illustrate the grievance and disciplinary procedure of the organization in a flow chart. Shell also wanted see how employee contract terminations are handled in accordance to best practice.  Part 2. Human Resource Management Practices (2000 words)  Differentiate Best Practice and Best Fit approach in HRM. Discuss the benefits and drawbacks of each approach relative to business context and external factors. | |
| The submission is in the form of an individual written report. This should be written in a concise, formal business style using single spacing and font size 12. You are required to make use of headings, paragraphs, and subsections as appropriate and all work must be supported with research and referenced using the Harvard referencing system. Please also provide a bibliography using the Harvard referencing system. The recommended word limit is 4,000 to 5,000 words, although you will not be penalized for exceeding the total word limit. | |

Your Assignment starts from here