# Assessment Brief

**Module Code & Title:** TOU9174M Human Resource Management for Hospitality

**Contribution to Final Module Mark:** 100%

**Description of Assessment Task and Purpose:**

**Write a reflective essay (3000 words) on the importance of effective human resource management in an international hospitality example – please follow the assessment guidance below:**

Using a selection of academic journal articles for support and appropriate industry evidence, reflect on the importance of effective human resource management in the international hospitality industry. The essay should compare the work of academic contributors to the debate on the contribution of human resource management to the strategic success of the hospitality business**;**

The essay should focus on **one** industry sector of choice within international hospitality, this may include hotels, restaurants, airlines, cruise ships, or tourist attractions to demonstrate evidence of your ability to apply academic theory to an industry example;

Human resource management practices such as recruitment and selection, training and development, and performance management should be identified in the context of the industry example;

The essay should reflect on the importance of inclusive human resource management and identify how diversity management may result in increased guest satisfaction in the industry;

The essay should also reflect on the importance of wellbeing management in the industry and identify the benefits and challenges of a wellbeing approach to human resource management within the industry example – links to industry will help to provide support for the benefits and challenges here;

Further support for writing reflective essays will be provided in the seminars leading up to the assessment submission date.

**Learning Outcomes Assessed:**

LO1 Identify and assess a range of human resource management practices in evidence in the international hospitality industry sector

LO2 Identify the importance of inclusive human resource management in the international hospitality industry sector

LO3 Identify and critically assess the benefits and challenges associated with the management of employee wellbeing in the international hospitality workforce

**Knowledge & Skills Assessed:**

**Subject Specific Knowledge, Skills and Understanding**: e.g. Literature searching, Referencing, Numeracy, Health and Safety, Project Planning, Techniques and Skills Subject-specific knowledge.

**Professional Graduate Skills**: e.g. independence and personal responsibility, adaptability, verbal communication, written communication, creativity, critical thinking, IT skills, self-reflection and life-long learning, problem solving, group or team skills, effective time management, working under pressure to meet deadlines, negotiation skills, leadership.

**Emotional Intelligence**: e.g. self-awareness, self-management, awareness of others, managing and supporting others, motivation, resilience, self-confidence.

**Career-focused Skills**: An understanding of the range of graduate careers, skills and attributes required by employers, a range of strategies to present skills and attributes to employers

**Assessment Submission Instructions:**

Please submit to Turnitin, no later than 12 noon on **Monday 16th May 2023**

**Date for Return of Feedback:** 6th June 2023

**Format for Assessment:** Reflective essay

**Marking Criteria for Assessment:** Refer to Appendix Three

***Please note that all work is assessed according to the University of Lincoln*** [***Management of Assessment Policy***](https://cpb-eu-w2.wpmucdn.com/blogs.lincoln.ac.uk/dist/8/8024/files/2019/07/Management-of-Assessment-Policy.pdf) ***and that marks awarded are provisional on Examination Board decisions (which take place at the end of the Academic Year.***

**Feedback Format:**

Formative feedback will be provided **on assessment plans only and during seminars** by Friday 5th May 2023

Summative feedback will be provided on Turnitin on 6th June 2023

**Presentation guidelines:**

Please follow the following formatting guidelines for your essay:

**Font/size**: Arial or Calibri/12-point font

**Spacing/sides**: 1.5 line spacing/single sides

**Page numbers required**: Yes

**Margins**: At least 2.54 to the left and right and text ‘justified’

**Referencing:** Full compliance with Harvard protocols

Please note: the usual practice is to allow +/- 10% on the word count. If you submit an essay that exceeds the prescribed word limit, marking will cease at the point at which the limit has been exceeded and the mark will be awarded based on the extent to which the criteria for assessment have been met up to that point.

**Please do not include a table of contents or appendices**

**Assessment Support Information:**

Learning Resources which will support this assessment include:

Module handbook;

Blackboard module content site with additional academic journal articles and industry information;

Assessment support will be available during lectures and seminars

In addition, further essay writing support is available in the library

**Important Information on Dishonesty & Plagiarism:**

University of Lincoln Regulations define plagiarism as 'the passing off of another person's thoughts, ideas, writings or images as one's own... Examples of plagiarism include the unacknowledged use of another person's material whether in original or summary form. Plagiarism also includes the copying of another student's work'.

Plagiarism is a serious offence and is treated by the University as a form of academic dishonesty. Students are directed to the University Regulations for details of the procedures and penalties involved.

For further information, see [plagiarism.org](http://www.plagiarism.org/)