**Assignment Brief**

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| Qualification | **Pearson BTEC Higher National DIPLOMA in BusinesS** |
| Unit Number and Title | **HUMAN RESOURCE MANAGEMENT** |
| Start Date | **05/09/2023** |
| Hand In Deadline |  |
| Assessor Name | **Ms. ANUSHA** |
| Assignment No | **1** |
| Assignment Title | **HUMAN RESOURCE MANAGEMENT** |

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| **Purpose of this assignment**  The aim of the unit is to enable students to understand and be able to apply principles of effective HRM in order to enhance sustainable organisational performance and contribute to organisational success, holding business outcomes and people outcomes in equal balance. Students will apply HR practices in a work-related context, utilising their knowledge and practising skills and behaviours in relevant professional areas, including resourcing, talent planning and recruitment, learning and development and employee engagement. |
| **Assignment Description**  This Assignment covers the Learning outcomes LO1, LO2, LO3 and LO4. |
| **Preparation guidelines**   * The report should be grammatically correct and word processed. * The written report must be presented in a professional manner, front page, contents page, page numbering, bibliography and annexes. * Use the Font as Times New Roman 12 and 14 (Headings) and 1.5 line spacing. * Identify any references and Use the Harvard referencing system. * Complete the Student Submission Declaration form and sign the statement of authenticity. * You will pass the assignment only if you achieve all Pass criteria. Student must provide evidence that learning outcomes of the subject have been met. * Assignment will be checked for Plagiarism. Appropriate Actions may be taken as per Times / BTEC Plagiarism Policy. |
| **Good practice**   * Make backup of your work in different media (hard disk, memory stick etc) to avoid distress for loss or damage of your original copy. * Make an extra hardcopy of your work submitted for your own reference or later use. |

**ASSIGNMENT BRIEF**

**Scenario:**

You are working as a faculty of Human Resource in HRH Group of colleges. The college wants to organise one seminar to make the students understand the concepts and procedure of different HR practices and to increase the awareness about decreasing value of HR Professionals. They want you to prepare the materials, report and presentation for the seminar so as to address the crowd and make the seminar a successful event.

**TASK 1:Based on the HRM functions and Environment P1, P2, M1, M2, D1**

Your findings should:

P1 Explain the main areas of HRM in their contribution to creating sustainable performance.

P2 Review the effects of the changing nature of organisations on human resources skills and knowledge.

M1 Compare areas of HRM to create sustainable organisational performance.

M2 Examine HRM in relation to the changing nature of the modern business organisation.

D1 Critically evaluate the strengths and weaknesses of HRM in relation to creating sustainable organisational performance and achieving business objectives.

**Task 2: HRM Practices and Application P3, M3**

P3 Review relevant HRM practices in relation to recruitment and retention of employees for the achievement of business objectives.

M3 Evaluate the use of HRM practices in recruitment and retention in relation to the importance of the labour market.

**Task 3: Employee Relation and Legislation P4, M4, D2**

P4 Investigate the external and internal factors that affect HRM decision making to support organisational development.

M4 Discuss the key external and internal factors that affect HRM decision making, using relevant organisational examples to illustrate how they support organisational development.

D2 Evaluate key factors affecting HRM decision making to make valid recommendations.

**TASK 4:Practical Application of HRM practices P5, M5, D3**

P5 Apply HRM practices in a work-related context, using specific examples to demonstrate improvement to sustainable organisational performance.

M5 Illustrate how the application of specific HRM practices in a work related context can improve sustainable organisational performance.

D3 Determine strengths and weaknesses of HRM practices to make recommendations for improving sustainable organisational performance.

**GOOD LUCK! ☺**