

## Assignment – October 2021

### Assignment front sheet

Qualification		Unit number and title	
Pearson BTEC Level 7 Postgraduate Diploma in Strategic Management and Leadership		Unit 10: Strategic Human Resource Management	
Student Name		Assessor name	
		Dr. Jayraj ROODURMUN	
Date issued	Completion date	Deadline	
14.10.2021	22.12.2021	22.12.2021	

Assignment title
Report on a Critical Assessment of Strategic HRM in Practice

Learner declaration
<p>I certify that the work submitted for this assignment is my own and research sources are fully acknowledged.</p> <p>Student signature: _____ Date: _____</p>

Learning Outcome	Learning outcome	Assessment Criteria	In this assessment you will have the opportunity to present evidence that shows you are able to:	Task no.
LO1	Understand how the strategic management of human resources contributes to the achievement of organisational objectives	1.1	explain the importance of strategic human resource management in organisations	1
		1.2	assess the purpose of strategic human resource management activities in an organisation	1
		1.3	evaluate the contribution of strategic human resource management to the achievement of an organisation's objectives	1
LO2	Be able to develop human resource plans for an organisation	2.1	analyse the business factors that underpin human resource planning in an organisation	2
		2.2	assess the human resource requirements in a given situation	2
		2.3	develop a human resources plan for an organisation	2
		2.4	critically evaluate how a human resources plan can contribute to meeting an organisation's objectives	2
LO3	Understand human resources policy requirements in an organisation	3.1	explain the purpose of human resource management policies in organisations	3
		3.2	analyse the impact of regulatory requirements on human resource policies in an organisation	3
LO4	Be able to examine human resources management in an organisation	4.1	analyse the impact of an organisational structure on the management of human resources	3
		4.2	analyse the impact of an organisational culture on the management of human resources	3
		4.3	examine how the effectiveness of human resources management is monitored in an organisation	4
		4.4	make justified recommendations to improve the effectiveness of human resources management in an organisation	4

## Assignment brief

<b>Unit number and title</b>	Unit 10: Strategic Human Resource Management
<b>Qualification</b>	Pearson BTEC Level 7 Postgraduate Diploma in Strategic Management and Leadership
<b>Start date</b>	14.10.2021
<b>Deadline/hand-in</b>	22.12.2021
<b>Assessor</b>	Dr. Jayraj Roodurmun

<b>Assignment title(s)</b>	Report on a Critical Assessment of Strategic HRM in Practice
----------------------------	--

### Purpose of this assignment

This assignment will provide you with an understanding of the importance of strategic human resource management in organisations. You will have the opportunity to analyse, assess and critically evaluate the contribution of SHRM to the business objectives. You will also understand the relevance of HR policies and the impact of regulatory requirements on the same policies.

The assignment will also enable you to apply the necessary skills to conduct a human resource planning exercise in an organisation.

This assignment will also provide you with an understanding of how culture and structure have an impact on the management of human resources in an organisation. You will also have hands-on practice on how to measure and make recommendation on how to improve the effectiveness of HRM in an organisation.

This assignment must be answered in relation to an organisation of your choice. This is an individual assignment

### Scenario

You belong to a management consulting firm, specialising in human resources. You have been appointed by an organisation to produce a report that

1. reviews the human resources strategy and assess its alignment with business objectives,
2. assesses the relevance of the HR policies in place and evaluate whether they are in line with regulatory requirements,
3. formulates a human resource plan to meet its current and future talent requirements, especially at a leadership level.
4. Investigates the impact of structure and culture on the human resource management within the organisation and their implications for employees
5. Critically evaluate the effectiveness of the HR function and make necessary recommendations

The organisation has witnessed increased competition and the effect of digitalisation in the market it serves. It also has plans to expand its operations.

The senior management team want you to assess its HRM strategy, culture, structure and policies and propose a human resource plan that will address the current and future business objectives, in line with coherent HR policies and legislation. Furthermore, they want to evaluate the effectiveness of human resource management and make relevant recommendations to improve HR policy and effectiveness.

Your report will be based on your review and analysis of the organisation's existing human resources strategy and needs and must be supported by your findings from research of relevant theories and models.

### **Task 1 (LO 1, AC 1.1, 1.2, 1.3)**

In this part of the report you will present to management a review of the strategic human resource management activities in the organisation, highlighting its importance. You will also critically evaluate whether the HRM strategy in place is aligned to the organisation's objectives.

You should refer to relevant theories and models to support your review and recommendations.

### **Task 2 (LO 2, AC 2.1, 2.2, 2.3,2.4)**

In this part of the report, you are required to produce a thorough analysis of the business factors that influence the human resources requirements of the organisation. You will need to determine the human resources requirements of the organisation at management and specialist levels for the next three years. You then submit a comprehensive human resources plan for those levels. You will need to provide supporting evidence on how this plan will meet the business objectives for the next three years.

**Task 3 (LO3 and LO4, AC 3.1, 3.2, 4.1, 4.2)**

You will analyse the culture and structure of the organisation and then discuss their impact on the human resources management.

You will discuss the HR policies in place, their purpose and analyse whether they meet regulatory requirements. You will propose recommendations in cases where the policies in p13.1 are not in line with regulatory requirements.

**Task 4 (LO4, AC 4.3, 4.4)**

In this part of the report, you are required to critically evaluate the measurement of the effectiveness of human resources management. Based on your evaluation, you will make recommendations to the CEO of how to improve the effectiveness of the HR function.

## Achievement Summary

<b>Qualification</b>	Pearson BTEC Level 7 Postgraduate Diploma in Strategic Management and Leadership	<b>Assessor name</b>	Dr. Jayraj Roodurmun
<b>Unit Number and title</b>	Unit 10: Strategic Human Resource Management	<b>Student name</b>	
<b>Criteria Reference</b>	<b>Achieved which Grade Descriptor? (Pass or Fail)</b>		
<b>LO 1</b>	<b>Understand how the strategic management of human resources contributes to the achievement of organisational objectives</b>		
1.1			
1.2			
1.3			
<b>LO 2</b>	<b>Be able to develop human resource plans for an organisation</b>		
2.1			
2.2			
2.3			
2.4			
<b>LO 3</b>	<b>Understand human resources policy requirements in an organisation</b>		
3.1			
3.2			
<b>LO 4</b>	<b>Be able to examine human resources management in an organisation</b>		
4.1			
4.2			
4.3			
4.4			

**Strategic Human Resource Management  
Credit Value: 10 credits**

**Qualification Grade  
Achieved:**

## Assignment Feedback

**Feedback: Assessor to Student**

**Assessor Signature**

**Date**