Undergraduate Diploma in Business Administration: Intakes February 2024 to November 2024

Assessment Task: Written assignment based on chosen questions	
Module: *Human Resources Management*	**Tuition Centre:** 21 Academy
	Licence Number: 2018-017
Level: Award MQF Level 5	**Student Name:**
Date:	**Student Number:**
Assignment Deadline: 2 January 2025	

Task

The purpose of this unit is to develop an understanding of a particular topic you will write about which forms part of Human Resources Management.

Note

This assessment provides students with an opportunity to put into practice the relevant provisions in relation to the topic they choose to write about forming part of Human Resources Management.

Note

You should plan to spend approximately 20 hours researching the assignment question, preparing for and writing the assignment for assessment. The nominal word count for the assignment is 1,200 words. You are expected to use the Harvard referencing style. You are expected to use the Harvard referencing style. Make sure to go through the **Assignment Guidelines** made available in the course resource centre.

Choose 1 question from the following:

Question 1:

Human Resource Management (HRM) plays a critical role in the success of organisations by managing their most valuable asset: people. For this assignment, you are required to:
1. Explain the primary functions of HRM and how they align with organisational objectives.
2. Discuss the strategic role of HRM in organisations. How does HRM contribute to achieving competitive advantage?
3. Describe the core functions of HRM, including recruitment, training and development, performance management, and employee relations.
4. Identify three key challenges faced by HR professionals today. Discuss the impact of these challenges on the organisation and suggest possible solutions.

Support your assignment with examples from real-world organisations while making reference to relevant HR theories and citing credible sources in your work.

Question 2:

You have been hired as an HR consultant by a mid-sized company to revamp its recruitment and selection process. The company has been facing challenges in attracting suitable candidates and high turnover rates among new hires. For this assignment, you need to:
1. Explain the difference between recruitment and selection. Discuss their importance in achieving organisational goals.
2. Propose a comprehensive recruitment strategy for the company, considering both internal and external recruitment methods. Justify your choice of methods based on the company's needs and industry.
3. Outline a step-by-step selection process, including screening, interviewing, and assessment techniques. Specify at least three selection methods and discuss their effectiveness.
4. Identify potential challenges the company might face during recruitment and selection (e.g., bias, legal issues, candidate experience). Suggest solutions to address these challenges.

Support your assignment with examples from real-world organisations while making reference to relevant HR theories and citing credible sources in your work.

Question 3:

As an HR Manager, you have been tasked with developing a comprehensive Learning and Development (L&D) programme for your organisation. The goal is to enhance employee skills and support career growth. In this assignment, you are required to:

1. Explain the importance of Learning and Development in HRM. Discuss its role in employee engagement, performance improvement, and organisational success.
2. Outline the steps involved in conducting a training needs assessment. Explain why this step is critical for designing an effective L&D programme.
3. Design a Learning and Development programme tailored for a specific department (e.g., sales, customer service, or IT). Describe the training methods you would use (e.g., e-learning, workshops, on-the-job training) and justify your choices.
4. Propose metrics and evaluation methods to measure the effectiveness of your L&D programme. Explain how these metrics help assess the return on investment (ROI) of training initiatives.

Support your assignment with examples from real-world organisations while making reference to relevant HR theories and citing credible sources in your work.

Pass Mark - 50% of all the module's weighted assessment methods.	**Total Assignment Weighting - 55%**
By submitting I confirm that this assessment is my own work	
Mark:	**Signature:** *<main assessor>*
Date	**Signature:** *<quality assurance>*