

1. Understand the purpose and key objectives of the HR function in contemporary organisations

1.1 Summarise the organisational objectives that the HR function is responsible for delivering and how these are evolving in contemporary organisations.

Maximum score 2

REFER You have outlined some objectives here in your response relating to HR, however more is needed in terms of detail and how these objectives have evolved to achieve the pass.

ACTION: You should provide more detail to your outlines, in particular what HR's role is in meeting the objective and also an outline of how each objective has evolved in HR.

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1. Understand the purpose and key objectives of the HR function in contemporary organisations

1.2 Explain the major theories of effective change management and how these are implemented and evaluated.

Maximum score 2

PASS You have outlined two theories of change management for this criteria; Lewin and Kotter. You use Kotters theory to apply to discuss how this would be used in a practical sense, showing your knowledge of the theory in use, well done Meshael.

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<p>1. Understand the purpose and key objectives of the HR function in contemporary organisations</p> <p>1.3 Evaluate the business case for managing HR in a professional, ethical and just manner.</p> <p>Maximum score 2</p>	<p>REFER You have shown a brief knowledge of the three key aspects in the criteria here but more detail needs adding in terms of examples of ethical practices etc to show your full knowledge. ACTION: You need to provide more examples here to discuss ethical practices and professionalism in HR, outlining why this is necessary and explore the impacts they have in an organisation.</p>	<p>1 / 2</p>
<p>2. Understand how HR objectives are delivered in different organisations</p> <p>2.1 Explain the different ways in which HR objectives can be delivered in organisations.</p> <p>Maximum score 2</p>	<p>PASS You correctly identify 2 different ways in how HR objectives are delivered here and you provide some advantages and disadvantages of each, however one example is much less detailed than the other and each should show equal knowledge. It is felt that enough can be seen here to award the pass at this time. Well done. Development point: You should provide equal and clear detail in each example used to show your full and balanced knowledge.</p>	<p>2 / 2</p>
<p>2. Understand how HR objectives are delivered in different organisations</p> <p>2.2 Analyse how the HR function varies between organisations in different sectors and of different sizes.</p> <p>Maximum score 2</p>	<p>REFER You have discussed some key areas within your response here relating to size and sector but not specifically HR related. Therefore this response needs more detail to achieve the pass. ACTION: You should aim to use example organisations to outline how each is organised based on its size and sector. You should also provide some comparison of them, discussing how they differ, relating points to their size and sector and how this affects the HR function.</p>	<p>1 / 2</p>

3. Understand how the HR function can be evaluated in terms of value added and organisation performance

3.1 Discuss the main criteria and methods used to evaluate the contribution of the HR function.

Maximum score 2

PASS You have referred to a number of different methods in your response that may be used to evaluate HR's contribution to organisational success. Your response is more brief here but your knowledge can be seen of the two examples and therefore the pass is awarded, well done Meshael.

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4. Understand the relationship between organisational performance and effective HR management and development

4.1 Identify and evaluate research evidence linking HR practices with positive organisational outcomes.

Maximum score 2

REFER You have shown some knowledge of the study with the findings briefly outlined. You need to show further detail in terms of a critical review as this is currently absent from your response, and some further detail in findings is needed to secure your understanding of the article. ACTION: Ideally the balance should be 50/50 with findings and critical review. Your critical review needs adding to and should contain points discussing its validity and reliability and its usefulness. These should be justified with evidence why you conclude each. You should also add some detail to your findings to show your full knowledge of the article, relating to specific detail in the article. Ensure that you reference the article you are discussing at start of your review.

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4. Understand the relationship between organisational performance and effective HR management and development

4.2 Explain how high-performance working and investment in human capital impact on organisational practice.

Maximum score 2

REFER You have held some basic discussions here of High Performance Working and Human Capital but more discussion on generic benefits and impacts are needed to achieve the pass. ACTION: You should provide a definition of Human Capital and High Performance Working, and also include a discussion on the impacts HC and HPW can have on an organisation, showing detail in your responses to discuss the effects.

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**Feedback
comments**

Meshael you have made a positive start to your assignment here that shows you have some knowledge around the human resources function and ways of measuring effectiveness. You have not been awarded the pass for the assignment as yet as there are criteria that require actions to be taken, please see feedback above for details.

Development points: Complete the action points given in the individual criteria feedback in a different colour font. Save your assignment as version two and resubmit by the deadline given. Ensure that you follow the assignment brief closely when resubmitting to ensure all elements of the criteria are attempted. Also, you should label your different criteria responses using the titles and numbers from the assignment brief.

Well done on your attempt so far, we look forward to receiving your amended assignment at resubmission.