

Unit Aims

The ability to attract, develop and retain talented employees is a key factor in a business's success. Human resource management has its focus on supporting and enhancing business success and performance through its strategic vision and operational functions. The aim of this unit is to introduce learners to the key human resource management principles and concepts so they can support a sustainable approach to people management through an understanding of the purpose and scope of the human resource management function.

Learning Outcomes and Assessment Criteria

Learning Outcome – The learner will:	Assessment Criterion – The learner can:
1. Understand the purpose and objectives of human resource management.	1.1 Explain how human resource management has evolved. 1.2 Discuss the purpose of human resource management. 1.3 Explain the objectives of human resource management.
2. Understand the functions of human resource management.	2.1 Explain key operational functions of human resource management. 2.2 Explain key strategic functions of human resource management. 2.3 Assess the relationship between business strategy and human resource management.
3. Understand how internal and external factors impact the human resource management function.	3.1 Compare the internal factors which affect human resource management. 3.2 Compare the external factors which affect human resource management.
4. Understand modern development in human resource management function in a business.	4.1 Assess the impact of technological advancements, such as artificial intelligence and automation, on HRM functions. 4.2 Discuss the effectiveness of initiatives such as flexible working arrangements, mental health programs, and diversity training.

Unit Title The Management of Human Resources	
Task 1 of 2	
Unit Learning Outcomes	Assessment Criteria
LO 1 Know about the purpose and objectives of human resource management.	1.1, 1.2, 1.3
LO 2 Understand the functions of human resource management	2.1, 2.2, 2.3
Assignment Brief and Guidance	
<p>You are employed as an intern in a large multi-national company. As part of your internship you are spending time in each of the business's key operational functions. You have been given an experienced human resource manager as a mentor.</p> <p>To demonstrate you have sufficient fundamental knowledge to be able to work in the human resource department, your mentor requires you to produce an essay which considers the following:</p> <ol style="list-style-type: none"> 1. the evolution and purpose of human resource management. 2. the objectives of human resource management. 3. the key operational and strategic functions of human resource management 4. Assess the relationship between business strategy and human resource management. 	
Delivery and Submission	
<p>The submission is in the form of an essay written in Word format. The recommended word limit is 1500 words excluding diagrams, references, and appendices.</p>	
Referencing	
<p>You are expected to use relevant academic and reliable sources, and clearly reference these in your work. References should be added to the text and placed at the end in a references list, using Harvard Referencing style. You should complete a bibliography to support all evidence.</p>	

Unit Title The Management of Human Resources	
Task 2 of 2	
Unit Learning Outcomes	Assessment Criteria
LO3 Know how internal and external factors impact the human resource management function.	3.1, 3.2,
LO4 Understand modern development in human resource management function in a business.	4.1,, 4.2
Assignment Brief and Guidance	
<p>Your mentor has asked you to review the functions of the human resources department and the factors that may impact the department.</p> <p>You are to produce a report which considers the following.</p> <ol style="list-style-type: none"> 1. the internal and external factors which affect the management of the business's human resources. 2. assess the impact of technological advancements, such as artificial intelligence and automation, on HRM functions. 3. discuss the effectiveness of initiatives such as flexible working arrangements, mental health programs, and diversity training. 	
Delivery and Submission	
<p>The submission is in the form of a report written in Word format. The recommended word limit is 1500 words excluding diagrams, references, and appendices.</p>	
Referencing	
<p>You are expected to use relevant academic and reliable sources, and clearly reference these in your work. References should be added to the text and placed at the end in a references list, using Harvard Referencing style. You should complete a bibliography to support all evidence.</p>	