

M06 – Human Resources Management & Management Skills

Assignment Guidelines:

This is a task where the student needs to analyse the HRM and the managerial skills and how they affect the organisation, its employees, leader and strategic decision-making process in terms of contribution to the overall organisational effectiveness. Analyse essential HRM activities such as workforce planning, recruiting and selection, employee development, performance management, compensation and rewards, employee engagement, leadership, organisational behaviour, and strategic talent management.

Students should be able to assess how HRM and management expertise can positively impact on the organisation's ability to compete, to innovate, to motivate its people and ultimately to achieve sustained business success. The paper should demonstrate an understanding of the principles of HRM, be based on relevant theories and management models and be supported by real life organisational examples.

Submission Format:

- Detailed project report
- Font: Times New Roman, Size: 12
- Spacing: Double
- Word Count: 4000–5000 words
- Submission Deadline: [Insert Date]

Assessment Criteria:

- Depth of HRM and management theory knowledge (20%)
- Application of HRM frameworks and management concepts (20%)
- Critical analysis of human resource and leadership challenges (20%)
- Real-world relevance and use of organisational examples (20%)
- Academic writing, referencing, and APA formatting (20%)

Mandatory Sections:

- Title Page
- Table of Contents
- Abstract
- Introduction
- Literature Review
- Methodology
- Findings/Analysis
- Discussion
- Conclusion
- References
- Appendices (if applicable)

Assignment Task – Choose ONE of the following written assignments:

Option 1: Strategic Human Resource Management and Organisational Performance

Prepare a strategic report analysing how Human Resource Management contributes to organisational performance and competitive advantage.

Your paper should:

- Describe the nature and significance of Strategic Human Resource Management (SHRM) in today's organisations.
- Evaluate the contribution of workforce planning, recruitment, selection and talent management to the success of a business.
- Explain the role of employee development, training and knowledge management in the growth of an organisation.
- Examine the connections among HR, employee motivation, engagement, and performance.
- Showcase examples of organizations that have been able to utilize strategic HR practices to improve performance. Identify strategies for fostering strong and sustainable HR systems.

Option 2: Leadership, Management Skills, and Employee Performance

Prepare a critical analysis of how leadership and management skills influence employee performance and organisational success.

Your paper should:

- Describe various theories of leadership and their applicability to present-day organisations.
- Discuss key management competencies such as communication, decision-making, problem-solving, handling conflict and emotional intelligence.
- Examine the impact laughing can do to unleash motivation of managers on employees, team channels and positive organisational culture. of manager as motivator of employees and team members and creator of positive organisational culture.
- Explain the contribution of effective leadership to innovation, staff satisfaction and organisational sustainability.
- Critique the challenges of leading in multicultural, digital, and rapidly evolving business contexts.

Option 3: Employee Engagement, Performance Management, and Workplace Wellbeing

Analyse the role of employee engagement and performance management systems in improving organisational effectiveness.

Your paper should:

- Explain the concepts of employee engagement, motivation, and wellbeing at work.

- Analyse approaches to performance management (including goal setting, feedback mechanisms, appraisal techniques and ongoing development).
- Examine the connections between employee satisfaction, organisational commitment and productivity.
- Assess the influence of work culture, diversity, inclusion and well-being programmes on employee productivity.
- Recognise the challenges of employee performance management in contemporary organisations.
- Advise on how to nurture good employee engagement and performance management in a practical sense.

Option 4: Human Resource Management Challenges in the Digital Era

Prepare a report examining how digital transformation is changing Human Resource Management practices.

Your paper should:

- Describe the effects of digital transformation and Artificial Intelligence on HR processes.
- Analyse the application of HR analytics, digital recruitment platforms and technology-enabled performance management.
- Examine the potential benefits and difficulties in using technology in human resource management (HRM).
- Assess moral concerns regarding employee information and privacy, algorithmic decision-making and recruitment based on AI.
- Study ways in which managers can enhance their digital leadership to navigate evolving work environments.
- Advise on the processes for informed execution of digital HRM practices.