

M09 – Human Resource Management

Assignment Guidelines:

This assignment requires students to critically examine the strategic role of human resource management in modern organizations. Students should analyze workforce planning, recruitment, selection, training and development, performance management, employee relations, compensation, diversity, employee engagement, and ethical HR practices.

Submission Format:

- Detailed project report
- Font: Times New Roman, Size: 12, Spacing: Double
- Word Count: 4000–5000 words
- Submission Deadline: 24th May 2026

Assessment Criteria:

- Depth of human resource management theory knowledge (20%)
- Application of HRM concepts and practices (20%)
- Critical analysis of workforce-related challenges (20%)
- Real-world relevance and use of examples (20%)
- APA formatting (20%)

Mandatory Sections:

- Title Page
- Table of Contents
- Abstract
- Introduction
- Literature Review
- Methodology
- Findings
- Discussion
- Conclusion
- References
- Appendices

Assignment Task – Choose ONE of the following written assignments:

Option 1: Strategic Human Resource Management and Organizational Performance

Write a report on how strategic HRM contributes to organizational success. Your paper should:

- Explain the meaning and importance of strategic human resource management.
- Analyze how HR planning, recruitment, training, performance management, and employee retention support business objectives.
- Discuss the relationship between HRM practices, employee productivity, and competitive advantage.
- Provide real-world examples of organizations using strategic HRM to improve performance.

Option 2: Employee Training, Development, and Performance Management

Prepare a strategic paper on the role of training, development, and performance management in workforce improvement. Your paper should:

- Examine the importance of employee learning, skills development, and career growth.
- Discuss methods such as coaching, mentoring, e-learning, workshops, and leadership development programs.
- Analyze how performance appraisal, feedback, goal-setting, and rewards influence employee motivation.
- Recommend HR strategies for improving employee performance and long-term organizational capability.

Option 3: Employee Relations, Diversity, and Ethical HRM Practices

Analyze the importance of employee relations, diversity, and ethics in human resource management. Your paper should:

- Explore issues such as workplace conflict, discrimination, employee wellbeing, labor relations, and inclusion.
- Discuss the role of HR in promoting fairness, equal opportunity, psychological safety, and respectful workplace culture.
- Assess ethical challenges such as biased recruitment, unfair dismissal, wage inequality, harassment, and privacy concerns.
- Recommend best practices for building ethical, diverse, and employee-centered organizations.