

BUSINESS AND MANAGEMENT

short courses



Human Resource Management

Awarding organisation: ATHE

Unit level: 6

Unit code: A/615/2727

GLH: 60

Credit value: 15

Unit grading structure: Pass/Merit/Distinction

Assessment guidance: To achieve this unit, learners must achieve the learning outcomes and meet the standards specified by the assessment criteria for the unit. Additional assessment guidance is provided on the ATHE sample assignment brief. Learners will approach this unit from a theoretical perspective but examples from organisations will be required to illustrate the work.

Unit aims

The aim of this unit is to develop knowledge understanding and skills in human resource management and consider contemporary issues that affect human resource management within organisations.

Learning outcomes The learner will:	Assessment criteria The learner can:	Merit	Distinction
1. Understand how human resource management contributes to organisational effectiveness	Pass		
	1.1 Compare different definitions of strategic human resource management	1 M1 Analyse the human resource needs of organisations in different sectors of the economy	1 D1 Evaluate the effect of different human resource management practices on organisational productivity and profit
	1.2 Analyse the contribution human resource management makes to organisational effectiveness		
	1.3 Evaluate the different approaches organisations take to staff recruitment and selection		
2. Understand the formulation and implementation of human resource management plans	2.1 Analyse the human resource management process	2 M1 Explain how human resource management policies and procedures are monitored in organisations in order to support current and future plans	2 D1 Compare approaches to human resource management planning in organisations using current and valid examples to support the comparisons made
	2.2 Assess roles in the human resource management function in organisations		
	2.3 Analyse the development and implementation of human resource management plans		
3. Understand contemporary issues affecting human resource management in organisations	3.1 Analyse the impact of culture and structure on human resource management in organisations	3 M1 Analyse employee relations management processes used by organisations	
	3.2 Explain the effect of current legislation on human resource management in organisations		
	3.3 Assess the impact of globalisation on human resource management in organisations		

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