Assessment Briefing: People Management and Development Report

Module code	HRM 4821
Module title	Managing and Developing People
Submission date, time	see table
Feedback type & date	You will receive written feedback: se table
Word count	Main body of the report 2,500-3,000 (+/- 10%; not including title page, contents, Executive Summary, List of References or Appendices)
Assignment type	Report
Assignment structure, format and details	'As people professionals, it's critical that we understand organisations– their purpose, future direction, priorities and performance – as well as the external influences and trends impacting them' (CIPD website)

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Choose one of the insight areas as the basis of your report and recommend a Workforce development and management plan suitable for the 4th Industrial Age.

Using theoretical concepts and analytical tools and frameworks explored in the module illustrate what your analysis has highlighted and make and justify key recommendations for an organisation operating within this sector.

Assessment Guidance |

	Choose one of the WEF interest areas and the organisation that will be the focus of report. Students must inform the Module Leader by the end of Week 5 indicating their chosen interest area and the organisation they intend to use for their report.
	As part of your introduction you should justify your choice in terms of why you are interested in the sector.
	Your report must make reference to the CIPD core knowledge areas: • People practice • Culture and behaviour • Business acumen • Analytics and creating value • Digital working • Change. Referencing should be in line with Harvard style – see http://www.citethemrightonline.com.
Assessed learning outcome (s)	LOK2: Critically explore the relationship between business strategy and the development and management of people LOK3: Critically evaluate the impact of contemporary people management and development practices on individual and organisational performance LOK4: Compare, contrast and evaluate data and information to construct coherent people management and development strategies LOK5: Critically evaluate organisational strategies LOK6 Select and use appropriate people practices and strategies to fit the organisation context LOK7: Identify, classify and manage stakeholders to lead individuals, teams and organisations through change
Assessment weighting %	60%
Key reading and learning resources	The key resources are those associated with your selected organisations e.g. company web sites, Annual Reports, etc. These should be used to illustrate and evaluate the extent to which the organisations demonstrate the theories discussed in lectures.

Assignment marking criteria rubric : People Management and Development Strategy Report				
Section/ criteria	**1-4**	**5-8**	**9-12**	**13-16**	**17-20**
Introduction: A clear rationale for the topic choice	Outstanding discussion and justification of topic selected	Thorough discussion and justification of topic selected	Evidence of some discussion and justification of topic selected	Adequate discussion and justification of topic selected	Discussion and justification of topic selected is inadequate
Discussion: Content: relevant and informative, applying depth of knowledge and understanding	Excellent and well-informed understanding of theories and concepts involved in effective people management and development	Good understanding of theories and concepts involved in effective people management and development	Demonstrates satisfactory knowledge and understanding theories and concepts of effective people management and development strategies	Adequate content; limited depth of knowledge and understanding shown of effective people management and development strategies	Inadequate content; limited depth of knowledge and understanding shown of effective people management and development strategies
Conclusion: Clear conclusions from the literature	Tightly structured, logical and draws coherent conclusions to the topics covered	Undertakes a systematic analysis of the issues and draws coherent conclusions to the topics covered	Sound conclusions to the topics covered	Adequate conclusions to the topics covered	Inadequate conclusions to the topics covered
References: Reference to sources including directions for further study	Broad and relevant readings examined and used selectively in the work	Good range of appropriate references used during the review	Conventional references and readings used within the review	Adequate but limited use of references during review	Review relies on no or one reference; evidence of unexamined personal opinion
Presentation: Clearly presented with limited spelling and grammatical errors	Very well expressed and understanding of content with limited spelling or grammatical errors	Very well expressed; good understanding of content with some spelling and/ or grammatical errors	Well expressed; understanding of content with several spelling and/ or grammatical errors	Unclear expression of information; little understanding of content; several spelling and grammatical errors	Several spelling and grammatical errors