

CIPD Associate Diploma in People Management Learning Plan

Level of Study: 5			
CIPD Unit Code: 5CO02/Module Code BMPD5017 Evidence-Based Practice			
Assignment due date: Cohort 14 – 7th December 2026			
Tutor: James Moore		Email: j.moore@uwtsd.ac.uk	
Date	Learning Outcomes	GUIDED LEARNING - CLASS CENTRED Topics covered in class to aid learning	GUIDED LEARNING - HOME/WORK CENTRED Mandatory reading/tasks to aid learning. <i>NB: You will also need to undertake your own self-directed learning in order to build on your knowledge and complete your assessments. Some recommended reading is also listed below.</i>
7.10.26 Workshop	1. Understand strategies for effective critical thinking and decision-making. 2. Understand the importance of decision-making strategies to solve people practice issues. 3. Be able to measure the impact and value of people practice to the organisation.	Introduction to CIPD Profession Map; Values – concept of being evidence-based, Tools that can be used to diagnose and analyse organisational issues; concept of critical thinking – well reasoned arguments using credible sources, unconscious biases, fake news. Use of ethical lenses in decision-making; ethical perspectives, values, ethical dilemmas, link to culture (speaking up – organisational scandals). Information on which to base decision -making, how to choose and interpret data; decision -making tools; evaluating	Watch one or more of the following videos (Rob Briner on Evidence based practice): rob briner evidence based practice - YouTube Follow Rob Briner on LinkedIn and read/listen to his posts. Read chapter 2 of <i>People Practice</i> and refer to chapters 1 and 6 of <i>Studying Human Resource Management</i> to write your assignment. Listen to the following podcasts: Evidence-based L&D - 'Why does evidence matter?' Podcast CIPD Critical thinking Podcast CIPD / Podcast 154: Critical Thinking - CIPD Podcast on Spotify CIPD podcasts CIPD (Your choice) Read these relevant factsheets: Evidence-based Practice for Effective Decision-Making Factsheets CIPD People Analytics Factsheets CIPD Decision Making - CMI (managers.org.uk) Resources useful for assignment: Sample chapter of <i>Evidence-Based Management</i> on the Kogan Page website (create a free account to access) - Evidence-Based Management Kogan Page Getting started with people analytics: a practitioner's guide CIPD

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		benefits, risks and financial implications, producing business cases. Tools to measure business performance and impact of people initiatives. Ways of presenting data.	ethical-decision-making-2015-eight-perspectives-on-workplace-dilemmas_tcm29-9564.pdf (cipd.org) How to Write a Critical Review Study Guides CIPD For task 2 of the assignment, the following may be useful: Videos on Excel: [X] How to use Excel - YouTube Excel Tutorial for Beginners Excel Made Easy - YouTube CIPD Factsheets: Use relevant factsheets to underpin the recommendations in your assignment – for example: Learning evaluation, impact and transfer Factsheets CIPD Methods of delivering learning interventions Factsheets CIPD Use resources on the Moodle Page .
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Useful sources (textbooks):

Waite, K., Beevers, K., Small, N., Tomlinson, K. and Hussain, S. (2021) *People Practice: A Complete Guide*. Kogan Page. Chapter 2.

Taylor, S., & Woodhams, C. (2022) *Studying Human Resource Management*. 3rd edn. Kogan Page.

Specifically, chapters 1 and 6.

Taylor, S., & Woodhams, C. (2022) *Human Resource Management: People and Organisations*. 3rd edn. Kogan Page.

Armstrong, M. and Taylor, S. (2020) *Armstrong's Handbook of Human Resource Management Practice*. 15th edn. Kogan Page. Chapter on HR Analytics.

Marchington, Wilkinson, Donnelly and Kynighou (2020) *Human Resource Management at Work*. 7th edn. Kogan Page. Chapter on Research Skills.

Other Sources of Information for Self-directed Learning – see Moodle for specific sources, plus:

UWTSD Library and Learning Resources - [Library and Learning Resources | University of Wales Trinity Saint David \(uwtسد.ac.uk\)](#)

Harvard Business Review – [Harvard Business Review - Ideas and Advice for Leaders \(hbr.org\)](#) Find lots of interesting articles about contemporary issues in business

People Management – [Home | People Management](#) You will get a subscription to this with your CIPD membership

Personnel Today - [Personnel Today - Find HR news & your next human resources job on Personnel Today](#)

HR Magazine - [HR Magazine - Home](#)

HR Zone - [Digital HR publication helping you to transform HR | HRZone](#)