

Intermediate Diploma in Applied HR: Understanding the Business Context of HR

Programme: Intermediate Diploma in Applied HR			Level of Study: 5		
Module: Understanding the Business Context of HR					
Lecturer: Julie Thomas			Assignment due date: 1st March 2021		
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Session	Date	Session content related to module standards: LO = Learning Outcome	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 (20 hours). Some recommended reading is also listed below.</i>	
1	6 th Jan	LO1 Understand organisational factors which impact on the HR function. LO2 Understand external factors which impact on the organisation's business and their HR function. LO3 Understand how organisational and HR strategies and practices are shaped and developed.	<i>Organisational (internal) factors which impact HR</i> <i>PESTLE (external factors)</i> <i>Other tools to analyse the environment in order to inform strategy.</i> <i>Organisational and HR strategies.</i>	Read Chapter 3 and the sample chapter (Human Resource Management and its External Contexts) in Taylor & Woodhams, 'Studying Human Resource Management' (2016). Read Chapter 8 of Taylor and Woodhams, 'Human Resource Management: People and Organisations' (2016). Read some of the following CIPD Factsheets – Pestle Analysis, SWOT analysis, Strategic HRM, Line Managers, HR Business Partnering, Change Management (some of these you may have read as part of the previous unit). https://www.cipd.co.uk/knowledge/practical-guidance-a-z/factsheets If you haven't done so previously, read the latest CIPD report on the people profession: https://www.cipd.co.uk/knowledge/strategy/hr/people-profession-2030-future-trends Watch the videos on Moodle. Listen to the following Podcasts on Technological factors (Are robots stealing our jobs?), Organisational Design (A new dawn for OD) and Look Ahead for 2020: https://www.cipd.co.uk/podcasts/digital-transformation https://www.cipd.co.uk/podcasts/od-questionable-truths https://www.cipd.co.uk/podcasts/look-ahead-2020 The following podcasts are also useful: Adopting Agility: Is it for Everyone? Landing Transformational Change.	

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				Talk to your HR manager/Senior Manager and find out what the strategic priorities are for 2021 and what the associated HR strategy is. Discuss how the 2 are linked.
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Mandatory reading (text books):

Taylor, S., & Woodhams, C. (2016). *Studying Human Resource Management* (2nd edn.). London: CIPD. Specifically chapter 3 and the sample chapter.

Taylor, S., & Woodhams, C. (2016). *Human Resource Management: People and Organisations*. London: CIPD. Chapter 8.

Recommended reading (text books):

Marchington, Wilkinson, Donnelly and Kynighou (2016). *Human Resource Management at Work*. London: CIPD. Chapters 1-4.

Kew, J. and Stredwick, J. (2016). *Human Resource Management in a Business Context*. London: CIPD.

Farnham, D. (2015). *Human Resource Management in Context*. London: CIPD.

Other Sources of Information for Self-directed Learning (20 hours) – see Moodle for specific sources, plus:

www.cipd.co.uk

Harvard Business Review – Find lots of interesting articles about contemporary issues in business

People Management – you will get a subscription to this with your CIPD membership

Personnel Today. Available at: <http://www.personneltoday.com/>

HR Magazine. Available at <http://www.hrmagazine.co.uk>

UWTSD Library and Learning Resources. Available at: <http://www.uwtsd.ac.uk/library/>