

CIPD Associate Diploma in People Management Learning Plan

Level of Study: 5			
CIPD Unit Code: 5CO01/Module Code BMPD5016 Organisational Performance and Culture in Practice			
Assignment due date: 21st September 2026			
Tutor: James Moore		07976-312637	Email: j.moore@uwtsd.ac.uk
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. Some recommended reading is also listed below.</i>
Workshops Carmarthen 1] 14/5/26 2] 24/6/26 Online tutorials: 9/7/26 3/9/26	1. Understand the connections between organisational structure, strategy and the business operating environment. 2. Understand organisational culture and theoretical perspectives on how people behave at work. 3. Understand how people practice supports the achievement of business goals and objectives.	<i>Organisational structures.</i> <i>PESTLE (external factors) – emphasis on technological changes.</i> <i>Organisational and HR strategies.</i> <i>Culture, models of organisational and human behaviour.</i> <i>Employee Lifecycle.</i> <i>People Practices.</i> <i>Change Management.</i>	Read the following reports and factsheets which are referred to in the assignment brief: Change Management Factsheets CIPD Technology and the Future of Work Factsheets CIPD Workplace technology: the employee experience CIPD Report People Profession 2030 future trends CIPD Good Work Index Survey reports CIPD https://www.cipd.co.uk/knowledge/strategy/organisational-development/design-factsheet https://www.cipd.co.uk/knowledge/strategy/organisational-development/factsheet Watch the videos on Change Management which include: Ted Talk; Leadership Role in Change; Involving People in Change The following chapters and factsheets contain useful background reading for the module: Chapters 2-5 of <i>Studying Human Resource Management</i>. Chapter 1 of <i>People Practice: A Complete Guide</i> (level 3 textbook) is also useful. Other chapters such as chapter 4 of <i>People Practice</i> are also relevant to your assignment. Section 4 of 'Armstrong's Handbook of Human Resource Management Practice' (2020) on Organisational Behaviour. CIPD Factsheets – Useful factsheets include: Organisational Culture and Culture Change, Inclusion and Diversity in the Workplace, Wellbeing at Work,

CIPD Associate Diploma in People Management Learning Plan

			Organisation Development, Pestle Analysis, SWOT analysis, Strategic HRM, Line Managers, HR Business Partnering. https://www.cipd.co.uk/knowledge/practical-guidance-a-z/factsheets Listen to some of the CIPD Podcasts, Podcasts CIPD, for example: Building inclusion... with computers Podcast CIPD Building back better post-pandemic Podcast CIPD From surviving to thriving: key changes facing people practice in 2021 Podcast CIPD Embracing and leading organisational change Podcast CIPD Talk to your HR manager/Senior Manager: find out what the strategic priorities are for 2026 and beyond; what is the associated HR strategy; discuss how the two are linked.
--	--	--	--

Useful sources for assignment (textbooks):

Taylor, S. and Woodhams, C. (2022) *Studying Human Resource Management*. 3rd edn. London: CIPD.

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

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

Horn, R. (2009) *The Business Skills Handbook*. London: CIPD. For information on Teams, Project Planning and more.

Marchington, Wilkinson, Donnelly and Kynighou (2020). *Human Resource Management at Work*. 7th edn. London: CIPD. Chapters 1-4. Also, the free sample chapter available on the Kogan Page Website.

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 – see Moodle for specific sources, plus:

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

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](#)

CIPD Associate Diploma in People Management Learning Plan

Key to remember:

Read the brief – at least 3 times! The requirements are clearly within the case study and questions.

Watch the CIPD video.

Stick to the word count – plus or minus 10% (it can be helpful to work out how many words roughly per question).

Make sure your analysis, evaluation, recommendations, descriptions are underpinned with reputable sources (references)

Bear in mind the general criteria for a low pass and make sure that your responses:

- demonstrate the minimum level of knowledge, understanding or skill required to meet the AC.
- include an appropriate example where this is required to support the answer.
- include evidence of some wider reading to help inform the answer.
- include a reference and/or in-text citation where these are required.
- refer to the case study or scenario where these are provided in the assessment brief.
- respond to the question or task
- have an appropriate format or structure which meets the requirements set out in the brief.

If all else fails, contact me – preferably with a draft of 1-3 answers so that I can give you the best quality and appropriate feedback.