

CAMBRIDGE MANAGEMENT AWARD

EXECUTIVE DIPLOMA

MODULE ASSIGNMENT

MODULE TITLE: Human Resource Management

MODULE NUMBER: 4183/B

Valid between 1 January 2002 and 31 December 2002

INSTRUCTIONS TO CANDIDATES

You should read the assignment carefully.

It is important to complete the **Assignment Cover Sheet** when you have finished your work. You must complete the details and sign the declaration to confirm that the assignment is all your own work and your tutor must sign to verify that it is your own work.

The length of the assignment must be between 3000 and 4000 words.



UNIVERSITY *of* CAMBRIDGE
Local Examinations Syndicate

Executive Diploma Module 4183/B

Human Resource Management – Core Module

Title: Aligning Human Resources with Business Plans

1. Review the Business Plans of your organisation for the past three years, paying particular attention to information dealing with staffing policies and other HR strategies.
2. For each year, review and briefly summarise how the HR strategies and plans outlined in the Business Plans reflected the actual events during the period under review. Identify, among others, events concerned with:
 - Recruitment
 - Promotion
 - Reward
 - Skills training
 - Professional development
3. Show clearly in your summary how the actual HR events during one year affected the strategy within the Business Plan of the following year. Identify, where possible, any trends or causality which reflects, for example, external market conditions, product or strategy change within the organisation
4. From this information and your review, suggest an HR strategy covering at least the bulleted points above, which should reflect, continue or counter the trends over the past 3 years.
5. Present your strategy and all preliminary research to the person responsible for HR strategy within your organisation. If there is no one senior to you, present the plan to the CEO and / or the Board.

Record any comments or other feedback.

You must include in your assignment, all documentation, notes and materials generated from each stage shown above.

You are not expected to include confidential information on your organisation, its personnel or performance.

The strategy you propose does not have to be implemented for the assignment to be valid.