

Appendix 1: Unit Descriptors

Unit HRM701: Contemporary Human Resource Management

Unit code: Y/615/3304

RQF level: 7

Aim

The aim of this unit is to provide learners with the ability to understand and analyse the impact of internal and external environmental forces on organisational strategy and management of people. Also, to enable the learner to analyse a range of organisational contexts and how they develop ways to respond such environmental forces and the role of HR professionals in contributing to it.

Learning Outcomes and Assessment Criteria

Learning Outcomes	Assessment Criteria
To achieve this unit a learner must be:	Assessment of these outcomes demonstrates the learner can:
1: Understand the environment of modern organisations and changing nature of contemporary HRM.	1.1: Analyse the key internal and external environmental forces impacting upon organisations.
	1.2: Describe the changing nature of HRM in response to environmental forces.
2: Understand the impact of changes to the structure and nature of industry, employment law and working patterns on HRM.	2.1 Explain the impact of globalisation and international forces on organisational HR strategies and practices.
	2.2: Explain the impact of demographical, social & technological trends on HR strategies and practices.
	2.3: Explain the impact of government policy and legal regulation on HR strategies and practices.
3: Understand the process of strategic management and the role of HR professionals in contributing to it.	3.1: Explain strategic contexts and terminology.
	3.2: Carry out stakeholder analysis and environmental audit.
	3.3: Identify the role of HR professionals in strategic planning.
4: Understand the diverse application of HR practices in a range of organisational contexts.	4.1: Identify a range of organisational contexts.
	4.2: Evaluate the application of a HR function in an organisational context in achieving set goals and objectives.