

Unit HRM702: Leading, Managing and Human Resource Development

Unit code: H/615/3305

RQF level: 7

Aim

The aim of this unit is to provide learners ability to diagnose, analyse and solutions for problems arising in relation to leadership, management and development of human resource in a range of organisational contexts. Learners will be enabled to appraise the effectiveness of organisational strategies, processes and practices in efficient and effective leadership and management, also the contribution of HRM/HRD practitioners to organisational change.

Learning Outcomes and Assessment Criteria

Learning Outcomes	Assessment Criteria
To achieve this unit a learner must be able to:	Assessment of these outcomes demonstrates the learner can:
1: Understand the theoretical and conceptual basis for HRM and HRD in organisations and major contemporary developments in this area.	1.1: Describe the different approaches in developing HR strategy.
	1.2: Identify the links between HR strategy and organisational performance.
	1.3: Identify the role of different concepts in creating high performing organisation.
2: Understand the nature of leadership and its contribution to individual, group and organisational development.	2.1: Identify the nature and approaches to the study of leadership.
	2.2: Explain the significance of the leadership role in creating and sustaining high performing organisation.
3: Be able to evaluate the contribution of HRM and HRD functions in an organisation.	3.1: Identify the aims, objectives and practices of HRM and HRD.
	3.2: Understand organisational dynamics.
	3.3: Formulate strategies in different functions of HR Management and Development.
4: Be able to promote professionalism and ethical approach to HRM and HRD practice in organisations.	4.1: Describe the changing role of HR function in an organisation.
	4.2: Explain the ethical approach to HR functions.
	4.3: Analyse and reflect on personal learning, professional development and practice
5: Understand how to promote a flexible working environment and effective change management practices.	5.1: Identify the organizational change and barriers.
	5.2: Explain the contribution of leadership, management and development of people to strategic organisational change.