

## Unit 712: Human Resource Planning

Unit code: H/506/9072

RQF level: 7

### Aim

The unit will address issues that are important when planning for and securing a workforce that will be able to deliver strategic objectives. The unit will also consider the constraints and influences on organisational HR practices.

### Learning Outcomes and Assessment Criteria

Learning Outcomes	Assessment Criteria
1. Understand how the HR plan supports strategic objectives	1.1 Critically assess the strategic importance of current, future and anticipated HR requirements
	1.2 Analyse how HR planning impacts on the strategic plan
2. Understand the legal and organisational frameworks for the employment of staff	2.1 Evaluate the current legal frameworks that influence a HR plan
	2.2 Identify approaches and methodologies to support the recruitment and selection of staff (external candidates) and the impact of current legislation and organisation requirements
3. Understand the effect of the organisational environment on employees	3.1 Critically evaluate how organisational culture affects recruitment and retention of employees
	3.2 Discuss the work environment influences where personal work life balance issues and the changing patterns of work practices determine motivation and commitment

### Indicative Content

In this unit, learners will further be introduced to, and encouraged to discuss, some of the management models, concepts and ideas that could be used to help them set departmental, project, team and their own objectives. Topics will include:

- What is HRM
- Drivers' towards HRM?
- Categorisation of Theories of HRM
- Categorisation and Critiques of HRM Models / Approaches
- Approaches to the Development of HR Strategy
- Organisation theory