

CAMBRIDGE INTERNATIONAL EXAMINATIONS
Cambridge Career Award in Management
Executive Diploma

HUMAN RESOURCE MANAGEMENT

4183/01
4259/01

Core Module

Valid between 1 January 2003 and 31 December 2003

READ THESE INSTRUCTIONS FIRST

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.

This document consists of **2** printed pages.



Executive Diploma Module 4183/C

Human Resource Management – Core Module

Title: Learning from others' experiences

1. Identify a major organisation other than your own, for which there is business information available within the public domain. Using a variety of sources, such as the media, published company accounts etc, obtain information for the past 12 –15 months about this organisation. You should also obtain information about the market sector in which this organisation operates. In particular, find out about any HR issues that have arisen during this period. Produce a brief report, charting the progress of the company over this period, paying particular attention to any changes taking place within the organisation and the market in which it operates.
2. Identify the HR issues external to the organisation which may have impacted upon your chosen organisation. Include changes in legislation, employment markets and other economic trends. Summarise in your judgement how these HR issues have, or may have, affected the organisation. Consider, for example, the external impact upon:
 - Recruitment & retention
 - Promotion & succession planning
 - Reward
 - Skills training
 - Professional development
3. Identify, where possible, any trends which reflect, for example, external market conditions, product or strategy change within the organisation. Justify your assumptions from your research.
4. From this information and your review, suggest an HR strategy for this organisation for the next 12 months, which should reflect, continue or counter the trends you have identified over the past 12 months or so and address the areas detailed in 3 above.
5. Present your strategy and all preliminary research to the person responsible for HR strategy within your own organisation, or your tutor, for their comment.

Record any comments or other feedback.

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