

CAMBRIDGE INTERNATIONAL EXAMINATIONS
Cambridge Career Award in Management
Executive Diploma

PEOPLE MANAGEMENT

4190/01
4266/01

Optional 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 4190/C

People Management – Option Module

Title: Learning from Others

1. Identify an organisation, other than your own, that you can study. This could be one that you have direct access to, or one that has information on its HR activities in the public domain.

Using a range of sources, gather information about the human resource development strategy of the organisation. This should include:

- The rationale for the strategy
- The business objectives
- Specific development activities that are taking place
- How the strategy is contributing to organisational objectives
- How the skill level and motivation of the employees have been developed
- How the strategy and individual performance is evaluated

Summarise your findings.

2. Collect the same information for your own organisation and summarise this in the same way. Include in this summary a description of your contribution to the human resource development strategy, particularly your experiences of personally developing others.
3. Compare and contrast the activities and achievements of the two organisations and draw conclusions about the strengths and weaknesses of each approach.
4. From your research, devise a development plan for your organisation for the coming year. Your plan should clearly indicate development needs, business objectives and incorporate key learning points from your research. Indicate how your plan will be monitored and evaluated.

Present your development plan as a formal proposal to the Human Resource Director of your organisation, or similar senior manager.

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

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

Your proposal does not have to be accepted and implemented for the assignment to be valid.