

UNIVERSITY OF CAMBRIDGE INTERNATIONAL EXAMINATIONS  
Cambridge International Diploma in Management  
Higher Professional Level

**PEOPLE DEVELOPMENT**

**4190/01**

**4266/01**

Optional Module

Valid between 1 January 2005 and 31 December 2005

**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 no more than 4000 words.

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



## People Development – Optional Module

### Title: Developing an Important Asset

Your start point for undertaking this assignment is to familiarise yourself with the syllabus for this module and the associated assessment objectives and competence criteria.

For this assignment you should work with your own organisation or one that is familiar to you. Describe the organisation, its purpose, products and/or services and the department or project you work for (or the department/project you have selected).

Analyse your organisation's approach to developing people and how this contributes to the overall Human Resource Management policies and the strategic objectives. Analyse any changes to the approach that have occurred recently, explaining why the organisation has adapted or might adapt its policy and procedures for people development.

Within your area of responsibility, use a range of approaches to identify development needs of staff and devise an appropriate development plan to address these needs. Describe your role in the development of staff and how your contribution helps to deliver the desired outcomes. Describe and justify the approach you adopted in each of these stages.

Analyse how you normally evaluate training and development in your area of responsibility and how effective and efficient this approach is. Using a range of evaluation techniques, evaluate training and development programmes in your organisation, drawing conclusions and making recommendations for the future, based on the evaluation and the need for any future needs of a similar nature.

Research different approaches to people development, comparing these with those adopted by your organisation. In your analysis you should consider the concept of the 'learning organisation'.

Using information from your research and your role in developing people, write a report to an appropriate member of senior staff, making recommendations for improvements to the way in which the organisation approaches people development.

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

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

In writing the report, you should adopt an appropriate business format and show how knowledge and understanding of people development have been applied in line with the module syllabus. You should include in your report your research methodology.

Indicate the number of words used at the start of your assignment report.

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