

HRM210 Assessment 2 and 3

Assessment item 2 - Report: Human Resource Strategic Management Plan (HRSMP)

Value: 38%

Due Date: Return Date:

Length: 3000 words +/- 10%

Submission method options: EASTS (online)

Task

Scenario

A Human Resource **Strategic** Management Plan (HRSMP) sets out what strategies are required to practise HRM in an organisation. The purpose of an HRSMP is to assist the organisation to achieve its mission and objectives through a systematic design and implementation of HRM strategies, policies and programs. The HRSMP is built upon an understanding of the organisation's vision, mission, values, strategies, policies, programs and challenges. [An example of a HRSMP is located in the Assessment 2 Resources on Interact2.](#)

Task

Choose an organisation you are familiar with and follow the steps below to develop an HRSM plan. You may wish to discuss your organisation choice with your subject coordinator if you are unsure.

1. Perform a strategic organisational analysis: Examine the strategic and business plan including the vision, mission, values and challenges facing the organisation and conduct a PEST and SWOT analysis. Consider how HR practices contribute to this. These ideas will form the basis of your report. The SWOT and PEST analysis, and HRSMP can be included in tables. Therefore, these tables do not form part of the word count as they can be included as appendices to the report.
2. Identify and explain three (3) HR functions being performed in the organisation (such as recruitment, selection, performance management etc.), critique how these are managed (i.e., jointly with other managers or in isolation etc.) and offer commentary on any ethical considerations. **Although you may not do this in a professional setting, make sure you include definitions and make reference to HRM theory in this part of the plan.**

Commented [MN1]: make sure that we provide students with an exemplar

Commented [AY2R1]: We already include one in the resources folder

Commented [MN3]: none of the criteria specifically assess this part of the task - can this be made more explicit in the criteria - even though it is kind of background information?

Commented [MN4R3]: need to emphasise to students that this is the groundwork on which to base the next parts of the report - not directly assessed but without doing this cant do the rest!

Commented [AY5R3]: Agree with the wording

3. Building on the results of Step 2, prioritise and examine at least three (3) HR techniques, procedures and/or systems challenges affecting the organisation.

4. Draw up the HR **Strategic Management** Plan: The HR **Strategic** management plan is to be formulated for the three (3) prioritised HR challenges outlined in Step 3. Each HRM challenge should include objectives, implementation strategies, responsibility and KPIs.

Rationale

Subject learning outcomes

This assessment task will assess the following learning outcome/s:

- be able to critically discuss the evolution of HRM and its theoretical base.
- be able to critically examine the role of HRM in contributing to the realisation of business goals and satisfying employee needs.
- be able to explain the major functions, techniques, procedures and systems in HRM.
- be able to articulate how the broad HRM function is a joint effort of all managers in the organisation.
- be able to identify the ethical implications of HRM and critically discuss how these can be managed.
- be able to identify and critically examine the challenges facing HRM.
- be able to provide recommendations for enhancing HRM practices.

Graduate learning outcomes

This task also contributes to the assessment of the following [Charles Sturt Graduate Learning Outcome/s](#):

- Ethics (Skill) - Charles Sturt Graduates critically reflect on, discuss and challenge the values intrinsic in the different practices in which they participate.
- Professional Practice (Skill) - Charles Sturt Graduates demonstrate discipline-specific technical capabilities and self-appraisal required for a beginning practitioner or professional.

Marking criteria & standards of performance for assignment 2 - Report - HRMS Plan

Criterion	High Distinction	Distinction	Credit	Pass	Fail
<p>Examines the role of HRM in contributing to the realisation of business goals and satisfying employee needs</p> <p>5 marks</p>	<p>Provides a sophisticated in-depth, clear and succinct examination of the role of HRM in contributing to the realisation of business goals and presents a clearly and succinctly defined conclusion with examples and recommendations about HRMs relationship to satisfying employee needs in a creative manner.</p>	<p>Provides a clear and succinct examination of the role of HRM in contributing to the realisation of business goals and presents reasoned arguments with examples of HRMs relationship to satisfying employee needs in a creative manner.</p>	<p>The role of HRM in contributing to the realisation of business goals is analysed, and an examination of how employees needs are satisfied with examples is offered but some commentary lacks insight into the deeper connections.</p>	<p>Examines the role of HRM in a sound, but limited way, and makes a descriptive connection to how HRM contributes to the realisation of business goals and to satisfying employee needs.</p>	<p>Does not meet the minimum requirements</p>
<p>Explains the major functions, techniques, procedures and systems in HRM, incorporating theory and application</p> <p>Critically discusses the ethical implications.</p>	<p>Three (3) major functions have been clearly and succinctly explained in-depth. Accurately engages with the range and breadth of the concepts, theories and practical applications of HRM functions.</p>	<p>Three (3) major HR functions have been clearly and succinctly explained with an integration of theory and practical application offered. Evidence of precise engagement with the concepts and theories pertinent to the concepts, theories and practical</p>	<p>Three (3) major HR functions have been explained with fuller definitions and examples offered to demonstrate application. Makes connections between the concepts, predominant ideas and practical applications</p>	<p>Three (3) major HR functions are explained, but the level of narrative is descriptive. Is abreast of the main relevant HRM functions and practical applications.</p> <p>Ethical implications have been identified and discusses how these can be managed in a sound way</p>	<p>Does not meet the minimum requirements</p>

Commented [MN6]: have added this in to emphasise the importance of drawing on HRM theory (maps to SO1)

Commented [AY7R6]: Agree

10 marks	Ethical implications have been analysed and critically examined clearly and succinctly.	applications of HRM functions. Ethical implications have been examined clearly and succinctly.	relevant to HRM functions. Ethical implications have been described and discusses how these can be managed in a manner that demonstrates critical reflection but at times lacks deeper connections.	but at times offers limited application.	
10 marks	Identifies and critically examines the challenges facing HRM	Identifies and examines three (3) challenges facing HRM in regards to techniques, procedures and/or systems facing an organisation and provides evidence of precise engagement with the concepts, ideas and practical application relevant to HRM functions.	Identifies and examines three (3) challenges facing HRM in regards to techniques, procedures and/or systems facing an organisation and makes clear connections between concepts, ideas and practical application relevant to HRM functions.	Identifies and examines three (3) challenges facing HRM in regards to techniques, procedures and/or systems facing an organisation and is abreast of the main connections and practical applications relevant to HRM functions. But narrative can be descriptive.	Does not meet the minimum requirements
	Provides recommendations for enhancing HRM practices including objectives, implementation,	Recommendations for enhancing the three (3) identified challenges have been analysed, including detailed objectives, implementation	Recommendations for enhancing the three (3) identified challenges have been examined, including detailed objectives, implementation	Recommendations for enhancing the three (3) identified challenges have been outlined, including detailed objectives, implementation strategies, responsibility and KPIs.	Does not meet the minimum requirements

responsibility and KPIs 10 marks	strategies, responsibility and KPIs.	strategies, responsibility and KPIs.	strategies, responsibility and KPIs.		
Fulfils the technical aspects of the task.	<p>Writing shows control and skilful construction of expression to convey specific understandings. Seamlessly integrates citations and referencing into the writing to convey meaning clearly, coherently and persuasively with no spelling errors.</p> <p>Minimum six (6) readings and four (4) self-located readings are cited and referenced. Sources are current and relevant to the task.</p> <p>Uses the APA 7 reference system without error.</p>	<p>Written expression and referencing show clear organisation. Uses a variety of techniques to incorporate source material and citations effectively to support arguments with no spelling errors.</p> <p>Minimum six (6) readings and four (4) self-located readings are cited and referenced. Sources are current and relevant to the task.</p> <p>Uses the APA7 reference system without error.</p>	<p>There are no errors relating to writing and references. Uses formal written expression consistently without errors. There are no imprecise or unsupported statements or generalisations.</p> <p>Minimum six (6) readings and three (3) self-located readings are cited and referenced Sources are current and relevant to the task.</p> <p>Uses the APA7 reference system without error.</p>	<p>There are a few errors. Uses formal written expression with fewer than 6 instances of slang, contractions, spelling, punctuation or grammatical errors. Uses full sentences consistently. Identifies and explores one idea per paragraph. Links paragraphs using effective methods. Content is accurate and supported; there are fewer than 3 instances of unsupported assertions and/or inaccuracies.</p> <p>Minimum six (6) required readings and two (2) self-located readings are cited and referenced. Judgment is shown in the choice of reliable, relevant, academic sources of information. Sources are current and relevant to the task.</p>	Does not meet the minimum requirements

Commented [MN8]: included this as it maps to SO4

Commented [AY9R8]: Agree

Commented [MN10]: would you prefer to use the standard Academic Skills criteria here? see https://csuprod-my.sharepoint.com/:w/g/personal/racheson_cs_u_au/EcDp55Xzh5CkY465cVDMgcBSB-OQvhkbQveIXDw1VmJBQ?e=gj6cFZ

5 marks				Uses the APA7 referencing system; there may be some errors however there is consistency in approach. All task requirements have been met and submitted. Within specified word count.	
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Presentation

Please follow these presentation requirements:

- Use report format (requirements are outlined below)
- Keep to the word count
- Include a title page that shows the subject details and assessment task details
- Use 1.5 line spacing
- Do not use endnotes or footnotes (reference requirements are outlined below)

Turnitin Details:

Your HRSM Plan must also be submitted to Turnitin as well as EASTS, and a similarity report is to be included with your report before submission. To access Turnitin, please visit turnitin.com. The subject number is: 14460440 and the password is HRM210

Requirements

Due date

Please adhere to the due date for this task to enable timely marking and feedback to be provided to you. You will need this feedback for the next task. If you request an extension for this task, you may not receive feedback before the next task is due.

Report requirements

- This assignment is to be completed in a report format. Students are to offer their name, student ID and page number in the footer of their submission. Please do not submit a PDF document. Resources and information relating to writing reports can be found at: http://student.csu.edu.au/_data/assets/pdf_file/0019/830350/Report-Writing-Checklist.pdf
- Develop an overall position and ensure each paragraph contains a specific point that is demonstrated and supported in the paragraph.
- Write in the third person; avoid the use of “I”, “we”, “our” etc.

Reference requirements

- Use at least nine (9) reference sources in total, including;
- a minimum of five (5) required or recommended readings from the HRM210 modules and four (4) additional sources that you have located yourself.
- ALL texts must be recent (less than 10 years old) and of academic standards, such as a journal article, textbook, textbook chapters or conference paper proceeding. Assess the quality of content in web sources very carefully. In general, website references are unlikely to provide reliable, researched information suitable for this task.
- Do not reference Creative Spirits, Wikipedia or Skwirk/Red Apple Australians Together as these are unreliable sources.
- Do not cite or reference the module. You may cite and reference the readings linked to the module. The written information contained in the modules are not academic sources and are not to be used in your essay.
- Use in-text citations to identify other people’s ideas and words. These in-text citations must follow the APA7 referencing style.
- Quotes must be in quotation marks and the in-text citation for quotes must include the page number.

Formal and respectful language requirements

- This assessment task must be in professional and formal language. This means there should be no abbreviations or slang.
- Care must be taken to avoid spelling, grammar and punctuation errors.
- Respectful and appropriate terminology must be used.

PLEASE NOTE:

Charles Sturt University expects that the work of its students and staff will uphold the values of academic honesty and integrity. The Guide to Avoiding Plagiarism is located at: <http://student.csu.edu.au/study/plagiarism>. This is an important resource that will help you understand these values and apply them in practice. You should familiarise yourself with these requirements and ensure that all assessments submitted by you are your own work, have not been submitted elsewhere and comply with the University's requirements for academic integrity.

The University has purchased Turnitin software. This software has two functions, a pre-emptive education function which students may use to check their own work prior to submission, and a plagiarism detection function which academics may use to check the student's work for improper citation or potential plagiarism. Use by students is optional and is not a prerequisite for submission. You are encouraged to check your work for originality prior to submission. You can register with Turnitin to create a Student Account under the CSU Turnitin Licence at http://www.turnitin.com/login_page.asp. Further information on how to use Turnitin is provided within the Guide to Avoiding Plagiarism: <http://student.csu.edu.au/study/plagiarism/checking>

You are strongly encouraged to book an appointment with an **Academic Skills** Advisor who can help you develop the skills you need to succeed in your studies. For further information on accessing an **Academic Skills Advisor** please click on the following link: <http://student.csu.edu.au/study/learning-skills>

Assessment item 3 - Presentation: Human Resource Strategic Management Plan

Value: 25%

Due Date: Return Date:

Length: Ten (10) minutes

Submission method options:

- EASTS (online)
- Alternative submission method

Task

Relaying your Human Resource **Strategic** Management Plan (HRSMP) to others is an important aspect of developing your plans. To assist the organisation to achieve its mission and objectives through a systematic design and implementation of HRM strategies, policies and programs, all staff must be aware of the HRSMP.

Task

PART A (15 marks) - Presentation of the HRSMP

Using your HRSMP, **and the feedback you received on Assessment 2,** develop a presentation of approximately 12 slides. Internal students, you will be required to present your findings in class. Online students are required to **record and upload** a voice over PowerPoint presentation.

Your presentation should clearly cover:

- The three (3) HR functions being performed in the organisation with a critique of how these are managed and offer commentary on any ethical considerations.
- Three (3) HR techniques, procedures and/or systems challenges affecting the organisation including objectives, implementation strategies, responsibility and KPIs.
- The recommendations made and justification for them. TIP: use theory/research to support and add credibility to your recommendations

PART B (10 marks) - Reflection on student presentations

Commented [MN11]: will marking turnaround be sufficient to 'promise' this to the students?

Commented [AY12R11]: Might have to explore bringing the assessment one week early

Summarise 3 key points made in at least 2 of the presentations you watched either online or in class. Compare and contrast these to your own presentation and discuss what you have learnt from your peers. How might you use this new knowledge as a business professional in the future? Post on the Discussion Board prior to the end of Week 13 or week 14 as there is no exam in this subject.

Rationale

Subject learning outcomes

This assessment task will assess the following learning outcome/s:

- be able to explain the major functions, techniques, procedures and systems in HRM.
- be able to articulate how the broad HRM function is a joint effort of all managers in the organisation.
- be able to identify the ethical implications of HRM and critically discuss how these can be managed.
- be able to identify and critically examine the challenges facing HRM.
- be able to provide recommendations for enhancing HRM practices.

Graduate learning outcomes

This task also contributes to the assessment of the following [Charles Sturt Graduate Learning Outcome/s](#):

- Academic Literacy and Numeracy (Skill) - Charles Sturt Graduates demonstrate the literacy and numeracy skills necessary to understand and interpret information and communicate effectively according to the context.

Marking criteria and standards

PART A

Criterion	High Distinction	Distinction	Credit	Pass	Fail
<p>Explains the major functions, techniques, procedures and systems in HRM and critically discusses the ethical implications.</p> <p>4 marks</p>	<p>Three (3) major functions have been clearly and succinctly presented in-depth. Accurately engages with the range and breadth of the concepts, theories and practical applications of HRM functions. Ethical implications have been analysed and critically examined clearly and succinctly.</p>	<p>Three (3) major HR functions have been clearly and succinctly presented with an integration of theory and practical application offered. Evidence of precise engagement with the concepts and theories pertinent to the concepts, theories and practical applications of HRM functions. Ethical implications have been examined clearly and succinctly.</p>	<p>Three (3) major HR functions have been presented with fuller definitions and examples offered to demonstrate application. Makes connections between the concepts, predominant ideas and practical applications relevant to HRM functions. Ethical implications have been described and discusses how these can be managed in a manner that demonstrates critical reflection but at times lacks deeper connections.</p>	<p>Three (3) major HR functions are presented, but the level of narrative is descriptive. Is abreast of the main relevant HRM functions and practical applications. Ethical implications have been identified and discusses how these can be managed in a sound way but at times offers limited application.</p>	<p>Does not meet the minimum requirements</p>
<p>Identifies and critically examines the challenges facing HRM</p>	<p>Critically discusses and examines three (3) challenges facing HRM in regards to techniques, procedures and / or systems facing an organisation and accurately engages</p>	<p>Identifies and discusses three (3) challenges facing HRM in regards to techniques, procedures and / or systems facing an organisation and provides evidence of precise engagement with the concepts, ideas and</p>	<p>Identifies and discusses three (3) challenges facing HRM in regards to techniques, procedures and / or systems facing an organisation and makes clear connections between concepts, ideas</p>	<p>Highlights and discusses three (3) challenges facing HRM in regards to techniques, procedures and / or systems facing an organisation and is abreast of the main connections and</p>	<p>Does not meet the minimum requirements</p>

4 marks	with the range and breadth of the concepts, ideas and practical application relevant to HRM functions.	practical application relevant to HRM functions.	and practical application relevant to HRM functions.	practical applications relevant to HRM functions. But narrative can be descriptive.	
Provides recommendations for enhancing HRM practices, supported by relevant theory and research	Recommendations for enhancing the three (3) identified challenges have been critically discusses, including detailed objectives, implementation strategies, responsibility and KPIs.	Recommendations for enhancing the three (3) identified challenges have been discusses, including detailed objectives, implementation strategies, responsibility and KPIs.	Recommendations for enhancing the three (3) identified challenges have been discussed, including detailed objectives, implementation strategies, responsibility and KPIs.	Recommendations for enhancing the three (3) identified challenges have been highlighted in discussion, including detailed objectives, implementation strategies, responsibility and KPIs.	Does not meet the minimum requirements
4 marks					
Fulfils the technical aspects of the task.	Presentation is clear and engaging. Points were verbalised in a clear way conveying understanding. Seamlessly integrates citations and referencing into the presentation to convey meaning clearly, coherently and persuasively. Uses the APA7 reference system without error.	Presentation is clear and verbalised in a way to convey sound understanding. Uses a variety of techniques to incorporate source material and citations effectively to support arguments. Uses the APA7 reference system without error. Minimum six (6) readings and four (4)	Presentation is clear and verbalised in a way to convey understanding. Uses appropriate presentation without errors. There are no imprecise or unsupported statements or generalisations. Uses the APA7 reference system without error. Minimum six (6) readings and four (4)	There are a few errors. Presentation is clear and verbalised clearly, with fewer than 6 instances of slang, contractions, or grammatical errors. Links points made using effective methods. Content is accurate and supported; there are fewer than 3 instances of unsupported assertions and/or inaccuracies.	Does not meet the minimum requirements

Commented [MN13]: did you want to include anything in here about NOT reading the PPT slides? That bullet points are used etc??

Commented [AY14R13]: I see your point. I know students use the notes section of the powerpoint as a confidence builder

3 marks	Minimum six (6) readings and four (4) self-located readings are cited and referenced.	self-located readings are cited and referenced.	self-located readings are cited and referenced.	Judgment is shown in the choice of reliable, relevant, academic sources of information. Uses the APA7 referencing system; there may be some errors however there is consistency in approach. All task requirements have been met and presentation is within time guides. Minimum six (6) readings and four (4) self-located readings are cited and referenced.	
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PART B (10 marks) - Reflection on student presentations

Criterion	High Distinction	Distinction	Credit	Pass	Fail
Summary of 3 key points of at least 2 of the presentations. Presentations are compared /contrasted to	Insightful and concise summary presented of 3 key points of at least 2 of the presentations. Presentations are thoughtfully compared	Summary of 3 key points of at least 2 of the presentations is provided. Presentations are compared /contrasted to own presentation showing some insight.	Summary of 3 key points of at least 2 of the presentations is provided. Presentations are compared /contrasted to own presentation with some detail.	Summary of 3 key points of at least 2 of the presentations. Presentations are compared /contrasted to own presentation however descriptive in nature. What has been learnt from others, and	Does not meet the minimum requirements. Due date for Discussion Board Post not met

<p>own presentation. What has been learnt from others, and how this may be used, is discussed</p> <p>Posted on the Discussion Board by the due date (prior to 11:59pm Friday of Week 13.</p> <p>10 marks</p>	<p>/contrasted to own presentation, demonstrating own strength and limitations.</p> <p>What has been learnt from others, and how this may be used, is discussed with specific reference to professional application, and showing reflective practice.</p> <p>Posted on the Discussion Board by the due date (prior to 11:59pm Friday of Week 13.</p>	<p>What has been learnt from others, and how this may be used, is discussed with reference to professional context.</p> <p>Posted on the Discussion Board by the due date (prior to 11:59pm Friday of Week 13.</p>	<p>What has been learnt from others, and how this may be used, is discussed but more emphasis may be needed on specific professional context and/or reflective practice.</p> <p>Posted on the Discussion Board by the due date (prior to 11:59pm Friday of Week 13.</p>	<p>how this may be used, is discussed however fairly limited in scope e.g. did not consider professional context.</p> <p>Posted on the Discussion Board by the due date (prior to 11:59pm Friday of Week 13.</p>	
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NOTE: as the above rubric indicates, if you do not post your response to Part B on the Discussion Board by the due date, you will receive zero (0) marks for this part of the task.

Presentation

Keep your presentation visually simple; to present your answer, simply list each question as a new heading and write your answer in sentences and paragraphs. You may number each section as you wish. Include a title slide at the beginning and a reference slide at the end. Your presentation should be no longer than ten (10) minutes in total to ensure that all of you get a chance to present on the day.

For all students, your presentation should consist of no more than 12 slides, of which two slides are reserved for a title slide and reference list.

Please use the following structure.

Slide 1, Title slide: subject code, assessment title, your name and student number.

Slides 2-11, Use these slides to provide an overview of the organisation, the HR functions and techniques that you have selected, plus your recommendations from your Human Resource Management Plan. Please provide citations for information sources used.

Slide 12, A reference list.

You may use notes pages. However, any notes that you provide are included in the word count. References must be provided in APA7 format for in-text citations and for the reference list.

Illustrations, tables and diagrams are allowed to be used with your presentation. Ensure these resources are referenced correctly due to copyright law. Reference all sources used with in-text citations and a reference list. The University uses the APA7 referencing system. A guide to this system is available from your student homepage or the library resources located on the HRM210 Interact2 site.

Requirements

Online students are to upload the recording of their presentation to the Assessment 3 Discussion Board. This is so that other students can view, reflect and comment on at least 2 other presentations.

On Campus students are to present in class at a time to be allocated by your Subject Coordinator. You are expected to be in class while other students are presenting.

Commented [MN15]: Do you want to provide students with a PPT template that sets this out like this?

Commented [MN16R15]: In assessment resources for this task we should provide resources on PPT and how to do voice over recording and uploading it to the Discussion Board etc...

Commented [AY17R15]: I provide a sample presentation in the resources folder

All presentations are to be well written with correct spelling and use of grammar. Ensure all work is proofread for errors prior to presenting. This is an area where students lose marks unnecessarily so please check your work. You are required to upload your presentations to EASTS.

A minimum of six (6) readings and four (4) self-located readings (a total of 10) are cited and referenced.

Please wear professional dress and pay attention to your appearance for your presentation. If pre-recording, pay attention to your background – you want to look and sound professional!