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University

# HRM210 202160 Human Resource Management

## Assessment 2 Workshop

# Assessment item 2 - Report: Human Resource Strategic Management Plan

Value: 40%

Due Date: 27-Aug-2021

Return Date: 17-Sep-2021

Length: 3000 words +/- 10%

Group Assessment: No

Submission method options: EASTS (online)

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.

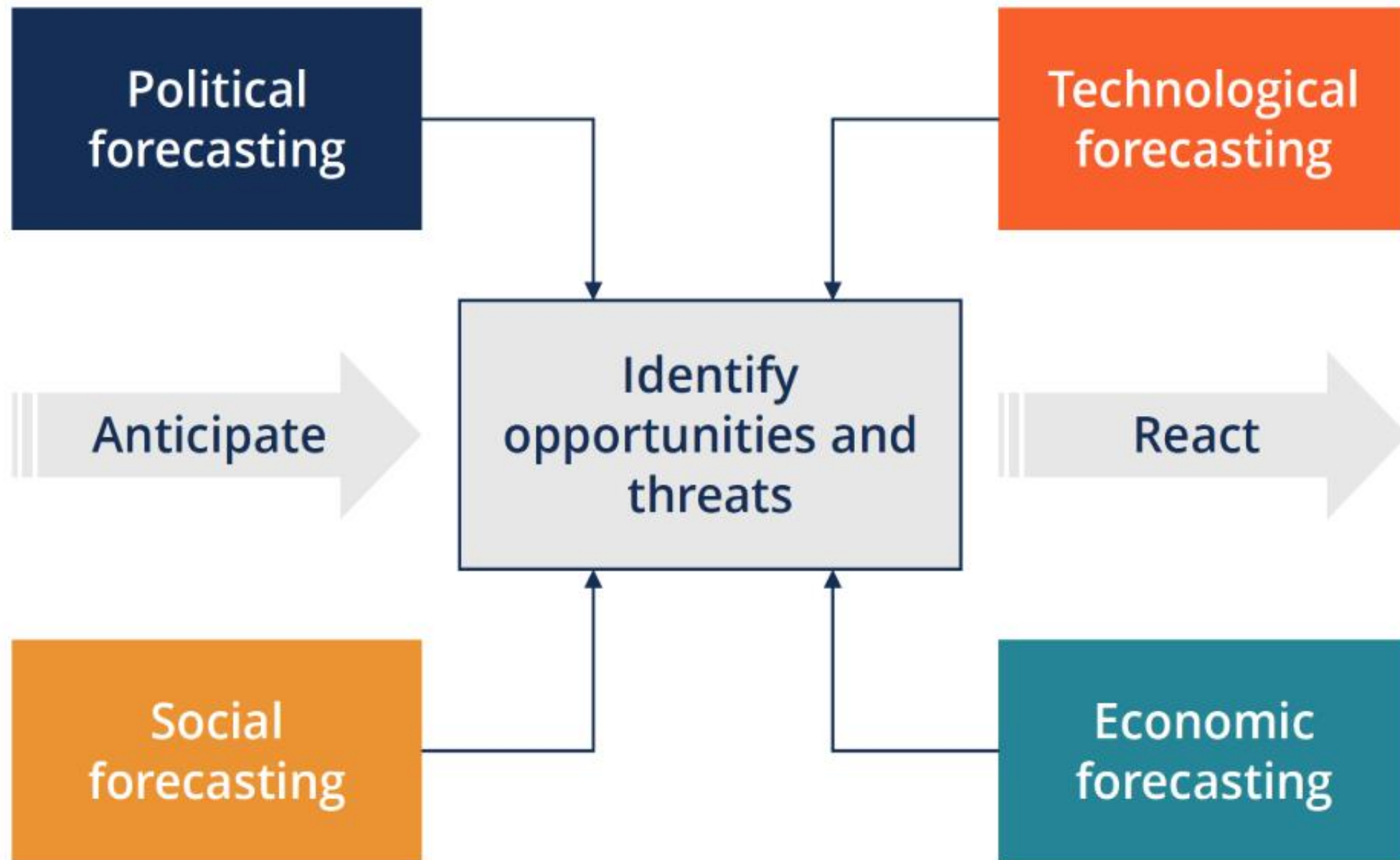
1. Perform a strategic organisational analysis: Examine the strategic and business plan including the vision, mission, values and challenges facing the organisation and conduct a PEST and SWOT analysis. Consider how HR practises contribute to this. These ideas will form the basis of your report. The 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 two (2) 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.), how they support the organisation in meeting its strategic objectives 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.

3. Building on the results of Step 2, prioritise and examine at least two (2) HR techniques, procedures and/or systems challenges affecting the organisation ability to satisfy the strategic objectives.

4. Draw up the HR Strategic Management Plan: The HR Strategic Management plan is to be formulated for the two (2) prioritised HR challenges outlined in Step 3. You are to provide an outline for each HRM challenge including objectives, implementation strategies to achieve the objectives required, who is accountable and what are the KPIs needed to achieve the organisation's objectives.

NOTE: For Assessment 3, you will be required to 'pitch' this part of the report in detail, and in your presentation, you will need to support your recommendations with research/theory/literature to 'prove' why your recommendations will be effective and appropriate in addressing the challenges identified.





# What headings do I need to use in my report?

- ✓ Title Page - Student Name and Student Number
- ✓ Index
- ✓ Executive Summary
- ✓ Introduction
- ✓ Body of the Report: Include sub-headings if you like
- ✓ Conclusions
- ✓ Recommendations
- ✓ References
- ✓ Appendix – If Required

# What is NOT included in the word count

Title Pages  
Headings  
Table of contents  
Illustrations  
Images  
Graphs  
Reference Page  
Appendices



# Presentation Requirements

Please follow these presentation requirements:

- Title page with your name and student number
- Use **report** format
- Stay to the word count
- No footnotes and endnotes required
- [Report Writing Checklist](#)
- Minimum 8 references required
- 6 from the required readings
- 2 additional that you have located yourself
- ALL texts must be of academic standard, such as a journal articles, textbooks, text book chapters or Industry Research Papers (AHRI)
- Attached a similarity report from Turnitin. The subject number is: 14460440 and the password is HRM210



