

CIPD Candidate Assessment Activity

Title of unit/s	Business Issues and the Contexts of Human Resources		
Unit No/s	5CHR		
Level	5		
Credit value	6		
Assessment method(s)	Written paper for delegate pack		
Expiry date	September 2020		
Learning outcomes:			
1 Understand the key contemporary business issues and main external factors affecting different organisations and the impact on HR. 2 Understand how organisational and HR strategies and practices are shaped and developed. 3 Know how to identify and respond to changes in the business environment.			
Assessment brief/activity			Assessment Criteria
You have been asked by your CIPD Branch to lead a discussion at one of its events on '<i>The evolving role of HR in the contemporary business world</i>'. In preparation for the event you have been asked to produce an academic paper for the delegate pack, which includes the following: A comparison of two different tools* for analysing an organisation's business environment An assessment of at least four factors which might impact on an organisation's business and its HR function. An analysis of two forces currently shaping HR and the HR agenda. An explanation of the key stages of business strategy formulation and implementation and the potential role of HR in each of these. An examination of the contribution HR can make to business ethics and accountability. An explanation, with examples, of how business performance can be evaluated and the role of HR in ongoing business planning and change management. An assessment of three different sources of business data with examples of how each can be used to inform business planning. 2.2 1.1 2.1 2.3 2.4 3.1 3.2			
Evidence to be produced/required			
A written paper of approximately 3900 words in total. <i>*Note: The analysis tools should not include SWOT</i> You should relate academic concepts, theories and professional practice to the way organisations operate, in a critical and informed way, and with reference to key texts, articles and other publications and by using organisational examples for illustration. All reference sources should be acknowledged correctly and a bibliography provided where appropriate (these should be excluded from the word count).			

Please Note the Following Important Information:

- **Tutors can insist that students base and use illustrations from the organisation that they are currently employed in for the completion of ANY or ALL assignments.**
- **Students can be referred, if they do not follow this instruction.**
- **Students whom have recently changed roles or are not employed should discuss the options available with their tutor prior to commencing work on their assignments.**
- **Where possible, please ensure the assignment coversheet and written assignment are one document.**
- **Without the cover sheet your assignment cannot be marked.**
- **If you do not follow the assignment word count guidance, your work can be returned unmarked.**