

CIPD Candidate Assessment Activity

Title of unit/s	Developing Professional Practice	
Unit No/s	5DVP	
Level	5	
Credit value	4	
Assessment method(s)	Log entries in a personal and professional e-portfolio (PPP)	
Expiry date	September 2020	
Learning outcomes: 1 Understand what is required to be an effective and efficient HR professional. 2 Be able to perform efficiently and effectively as an HR professional. 3 Be able to apply CPD techniques to construct, implement and review a personal development plan.		
Assessment brief/activity You are asked to develop an electronic portfolio of evidence which includes four sections that respond to the following tasks: Activity 1 Evaluate what it means to be an HR professional, making reference to the current CIPD Profession Map. This can be accessed at https://www.cipd.co.uk/learn/career/profession-map Activity 2 - Briefly describe the elements of group dynamics and give at least two examples of conflict resolution methods within an HR context. Activity 3 With reference to a recent or current project (large or small) which you have led (or been part of a project team): - Provide evidence of using project management <u>and</u> problem-solving techniques in the course of the project. - Explain how you successfully influenced, persuaded and negotiated with others in the course of the project (or other related activity). Activity 4 - Undertake a self-assessment of one area of your practice to identify your professional development needs in that area and options to address these. - Produce a professional development plan (PDP) plan to meet your professional development needs which includes a justification of the option(s) chosen. - During your programme, provide a reflective summary of your performance against the plan. You should also identify any future development needs and record these in your PDP. (Note: If required, CPD plan and record templates for students are available at https://www.cipd.co.uk/learn/cpd/about)		Assessment Criteria 1.1 1.2 2.1, 2.2 2.3 3.1 3.2 3.3

Evidence to be produced/required

A portfolio of evidence of approximately 2600 words in total (excluding the PDP) that responds to each of the four tasks.

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.**