

Area of study: Organisational Behaviour and Human Resource Management
HR & Organisational Performance (HRM05)

Introduction

This module deals with techniques for assessing HR practices in organisations (eg, HR audits) and how they can be used by managers to compare the quality of their organisations' practices to that of other organisations or to best practices. It also focuses on the links between HR practices and organisational performance and provides a way of theorising and understanding these linkages that are likely to lift organisational performance.

Target Audience

- Business owners
- Senior executives
- Employees who are involved making strategic decisions
- Directors of non-profit organisations
- Financial and business analysts

Benefits

Upon completion of this module, you will be able to

- highlight the importance of assessing and evaluating HRM
- describe the two approaches to assessing and evaluating HRM
- identify the key advantages and disadvantages in each approach
- identify the common indicators of HRM effectiveness
- explain the concept "bundles of HRM practices"
- identify key HRM practices which are central to high performance work systems
- explain the link between high performance work systems to organisational performance

Topics

The Importance of Assessing and Evaluating HRM focuses on how HRM practices can contribute to the overall strategy of the organisation and, in particular, how they help the organisation meet its strategic goals.

The Audit Approach involves a systematic analysis and evaluation of the efficiency and effectiveness of the HRM function and its contribution to the achievement of the organisation's business objectives.

The Analytical Approach focuses on using more technical and precise means to assess HRM practices.

Bundles of HRM Practices introduces a collection of HRM practices which are consistent with each other.

High Performance Work Systems examines the way in which coherent systems, covering a wide range of HRM practices, can benefit companies.

Duration

Approximately 9 hours over 3 weeks

Course Progression

Core module for Certificate in Organisational Behaviour and Human Resource Management

Certificate

Completion certificate awarded by U21Global with the crests of the affiliated universities