**THE HR PROFESSIONAL**

**Learning Outcome 1: ACTIVITY 1**

**SMALL GROUP ACTIVITY**

**The evolution of HRM**

**Aim:**

The aim of this activity is to explore the evolution of HR.

**Objectives:**

* To develop understanding of how the modern HR function has evolved in response to thinking and changing environments.
* To understand how the different perspectives have shaped delivery of HR in organisations.

**Task brief:**

Working in groups, you will develop a timeline to show the evolution of HR, plotting the main influences and schools of thought.

Add to this to show the changing nature of the HR role. You may wish to consider:

* The scope and key focus on the role
* Responsibilities
* Integration with the business.

If you are currently working, share your thoughts on where your organisation sits on this journey.

**Outcomes:**

You will have developed your understanding of how the HR function has evolved and the influences leading to this.

**Time:**

You have 30 minutes to build a timeline.