**THE HR PROFESSIONAL**

**Learning Outcome 1: ACTIVITY 7**

**GROUP ACTIVITY**

**HR models and frameworks**

**Aim:**

The aim of this activity is to critically discuss a number of models and frameworks which have evolved around the HR role.

**Objectives:**

* To summarise each model and framework and its implications for the work of the HR professional
* To critically assess and discuss its significance and influence

**Task brief:**

In this activity you will explore and critically evaluate some of the models and frameworks which have developed around the role of the HR practitioner.

In your group, you will focus on one of the following:

* Tyson and Fell (1986) Building Site model
* Storey (199) Strategic/tactical model
* Ulrich and Brockbank (1995) HR champion’s Model
* Legge’s (1978) HR Innovator Model

Using the resources you identified in your preparation for today’s session, prepare a critical assessment of your allocated theories or models for presentation to the rest of the class. You should create a visual to support your delivery of a summary of your key findings and conclusions (to last approximately 10 mins).

Use these key questions, to prompt your discussion:

* What are the key elements to the model/theory/approach/research? (summarise)
* What are the strengths and weaknesses of the ideas?
* What are the implications for the role and work of HRM/HRD? (Can you illustrate this in actin with examples?)
* What is your own experience or opinion? How useful is the theory for the HRM/HRD functions in your own organisations?

**Resources:** Flipchart paper and pens.

**Outcomes:** You will present your findings for broader discussion.

**Time:** 45-minute group discussion and preparation of a presentation.