**CONTEMPORARY DEVELOPMENTS IN GLOBAL HRM**

**Learning Outcome 5: ACTIVITY 5**

**PAIRED ACTIVITY**

**Burke-Litwin Model**

Gather data on the relevant elements of the Burke-Litwin Model, reviewing the following key questions:

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| **External environment:**  What are the key external drivers? |  |
| **Mission and strategy:**  Is there are clear vision and mission statement? |  |
| **Leadership:**  What is the style of leadership? |  |
| **Organisational culture:**  What are the values, beliefs and norms that guide organisational behaviour? |  |
| **Structure and systems:**  What are the organisations HR policies and procedures? |  |
| **Management practices:**  What is the style of management? |  |
| **Work Unit Climate:**  What is the nature of relationship with colleagues and between teams? |  |
| **Task and individual skills:**  How appropriate is the organisation’s job-person match? |  |
| **Motivation:**  Do staff feel motivated to help achieve the organisation’s strategy? |  |
| **Individual and organisation performance:**  What factors are critical for motivation and performance? |  |