

## Examiner's Report

Unit Title Human Resource Management  
Unit Code 5UHRM  
RQF Level Level 5  
Session June 2021

## Comments on Global Cohort Performance

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### Task/Question 1

#### Assessment Criteria:

- 1.2 Analyse the main HR activities involved within HRM
- 1.4 Evaluate the ways the HR function contributes to the organisation

#### 1. Comments on learners' performance

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Weaker answers were descriptive in nature and mainly focussed upon the HR activities.

Better answers demonstrated the link between the HR activities and the value this added to the organisation, using examples of how this could be demonstrated in practice.

#### 2. Recommendations for learners

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Consider including some of the key measures that can be used to demonstrate 'value' whether this is from a monetary perspective or a performance perspective.

#### 3. Quick Tips

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Ensure that you apply your knowledge of the theory to the question.

### Task/Question 2

#### Assessment Criteria:

- 2.3 Assess the effectiveness of competency based approaches

#### 1. Comments on learners' performance

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Weaker answers lacked a clear understanding of competencies and where competencies were understood, there was a lack of application and outline of how they could be used.

Strong answers included examples of how the organisation used competences throughout a range of HR activities from recruitment and selection to reward and performance management. Types of competencies were also identified and how these might be used.

#### 2. Recommendations for learners

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Ensure that there is application of a number of approaches to the various activities. In order to evaluate fully there should be a focus on not only the benefits of using competencies but also the limitations or difficulties which may be encountered. In this way you are presenting a balanced argument.

#### 3. Quick Tips

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As part of the preparation process, review past questions and develop model answers. Practice answering past questions under timed conditions.

## Task/Question 3

### Assessment Criteria:

3.5 Appraise the activities involved in employee reward

#### 1. Comments on learners' performance

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Weaker answers tended to focus on a general discussion of the link to reward and motivation and the importance of rewarding employees therefore considerations and activities were lacking.

Higher marks were awarded where there an analysis was demonstrated rather than simply a discussion on types of reward practices.

Learners were able to demonstrate a good understanding of the types of reward systems and could distinguish between extrinsic and intrinsic reward. Better answers included a discussion and analysis of the choice of the system implemented.

Learners performed particularly well where they engaged with academic literature.

#### 2. Recommendations for learners

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Rather than present all your knowledge of reward management, this question requires that you are able to understand what influences the choice of reward system.

#### 3. Quick Tips

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Providing examples and supporting the answer will help you achieve higher marks.

## Task/Question 4

### Assessment Criteria:

4.2 Examine the benefits of a good employment relationship

#### 1. Comments on learners' performance

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Weaker answers lacked the understanding of the concepts or were vague and descriptive in nature.

Better answers demonstrated understanding contractual and psychological aspects of the employment relationship with an application of the concepts pertaining to the case organisation

There were a number of learners who provided a really good discussion on the concept of the employment relationship and the difference between the contractual and psychological aspects of the employment relationship.

#### 2. Recommendations for learners

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Include a discussion on the benefits of a good employment relationship to set the context for the answer. Draw examples from the research and also from your chosen organisation to demonstrate

#### 3. Quick Tips

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You may find creating mind maps as part of your preparation a good visual representation of the structure of your answer.