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| **Understanding Organisations and the role of human resources - 3HRC**  |
| Learner Name: James Bancroft | Cohort ID: LOLJUN20ATutor: Lynn Manir-Jolley | Assessor name*(if different to tutor)* | Date: 19 July 2020  |

| **Assessment criteria relating to unit 3HRC** | **Pass****Y/N** | **Assessor Comments** |
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| 1.1 | Describe the purpose and goals of an organisation. | Y | The organisation purpose and goals are described with reference to School aims on slide 2 which sets the scene.  |
| 1.2 | Describe the products, services and customers of an organisation.  | Y | The services are relevant and appropriate, this is a short section but it logical flows from the aims. Slides 3 and 4 are supportive.  |
| 1.3 | Analyse how external factors impact on the business activities of an organisation. | Y | A very detailed section provided via the notes with reference to covid-19, local demographics, school finance and changes in legislation. Just be mindful of the amount of word count here so that other sections are not diminished. The appendices is relevant so picking out the salient points from this would have reduced word count here  |
| 2.1 | Describe the structure of an organisation and the functions within it. | Y | The structure and functions of the organisation are made. It is acknowledged that there is some overlap between functions whilst others work in isolation, for example, site management and business and finance are clear examples as is reference to special needs and all key stages.  |
| 2.2 | Explain how the different functions work together to optimise performance. | Y | The functions that work together to optimise business performance are acknowledged.  |
| 2.3 | Explain how the culture of an organisation affects its operations.  | Y | Reference provided to Handy (thought ensure you reference in Harvard Style, as this is not apparent). Take a look at the resource zone for initial guidance. Reference to values and behaviours as well as rule driven culture are good examples. The cultural web would have been appropriate to apply here.  |
| 3.1 | Describe how HR or L&D activities support an organisation’s strategy. | Y | How HR & L&D activities support the strategy of the organisation is provided with reference to recruitment, engagement, training.  |
| 3.2 | Explain the role of HR or L&D professionals in supporting line managers and their staff. | Y | There are examples of activities, undertaken by HR or L&D practitioners, reference is made to policies and procedures, absence and pay.  |
| This assessment is to be presented as a presentation of up to 10 slides with notes. There are too many slides but the content, appendices and bibliography have been taken out of account. However, please take this as a development point to stick to the brief in future assignments otherwise it will be return for review prior to marking.  Word count 1671 words |

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| **Assessment Decision (Pass/Refer)** | **Pass***Students receiving a refer mark have 1 week from the date feedback was provided on the VLE to upload their resubmission, unless otherwise agreed with MOL.* |
| **Strengths** | **Areas for improvement** |
| There are some clear examples and specifically in relation to assessment criteria 1.3 and 2.3. All aspects of the questions and criteria are met and whilst the depth of response is not always consistent (for example, some sections overly use word count) the aims, services, culture and support elements from HR are appropriately discussed and/or described.  | There are some slides that could have been taken out for example 7 and 9, and the detail here could have been provided in the notes or absorbed into another section. Also have a consistent format for slides. The total slide pack is outside the guidance – in this instance I have taken in to account that you also have a content, bibliography and appendix slide as well as the two slides referenced above. This reduces the word count. However, please ensure you stick to the brief in future as it will be returned so take this as a development point to be precise and within the guidelines provided. Take a look at Harvard Referencing to develop the skill. Well done for including Handy and evidencing wider ready – word on how to reference in text. You can also take a look at the Harvard referencing function in word.   |