

Masters in Human Resources Management: Intake April 2025

Assessment Task: Written assignment based on chosen questions	
Module: <i>Human Resource Management in Context</i>	Tuition Centre: 21 Academy Licence Number: 2018-017
Level: Award MQF Level 7	Student Name:
Date:	Student Number:
Assignment Deadline: 17 July 2025	
<p>Task The purpose of this unit is to develop an understanding of a particular topic you will write about which forms part Human Resource Management in Context.</p> <p>Note This assessment provides students with an opportunity to put into practice the relevant provisions of the law in relation to the topic they choose to write about forming part Human Resource Management in Context.</p> <p>Note <i>You should plan to spend approximately 20 hours researching each assignment question, preparing for and writing the assignment for assessment. The nominal word count for each assignment is 2500 words.</i></p> <p><i>Please ensure that you refer to 21 Academy's Assignment Guidelines for comprehensive information regarding the submission of your assignment. Additionally, the assignment submission form must be included with your completed work, clearly indicating which question you have chosen to answer by ticking the box next to the question number.</i></p>	
<p>Choose and answer 1 (one) question from the following:</p> <p>Question 1: Critically evaluate the strategic role of Human Resource Management (HRM) in planning and implementing organizational change. In your discussion, consider fundamental change management principles and frameworks, and examine how HRM can align its practices to support transformational change. Your answer should also address potential sources of resistance to change and outline HR tactics for engaging and assisting employees.</p> <p>Question 2: Critically assess the benefits and limitations of Hofstede's cultural dimensions for HR managers in multinational organizations. Evaluate how effectively Hofstede's model can support managers operating in multinational organisations. Discuss possible limitations and criticisms of this model. Suggest how HR professionals might balance cultural awareness with practical HR strategies for effectively managing a multinational workforce.</p> <p>Question 3: Evaluate the strategic and operational impact of technological advancements on the HRM function. Analyse how technology can be used to improve the HRM function. Discuss the benefits and potential barriers to integrating technology effectively in HRM. Evaluate how HR managers can develop strategies and policies to overcome these barriers while maintaining ethical and inclusive HR practices.</p>	

Pass Mark - 50%	Total Assignments Weighting - 70%
By submitting I confirm that this assessment is my own work	
Mark:	Signature: <main assessor>
Date	Signature: <quality assurance>