



# Portfolio

## Master's in Human Resources Management

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Please make sure that you have read the [Portfolio Guidelines](#) before starting to fill out this document.

### Course Details:

Module Name:

### Student Details:

Name:

Surname:

Student Number:

### Final Portfolio Score

To be filled out by assessor only

Assessor's Name:

Assessor's Signature

Date:

## Portfolio Exercise 1 – Reflective Commentary (10% Weighting)

Word Count: ~500 words

### Task:

In your portfolio, write on the following:

- A description of what you do in your work / your area of study so far
- Outline the reasons and motivations for doing this course
- Highlight what you wish to achieve from this course
- What are your major concerns regarding studying?

### Student's Work:

Assessor's Score and remarks:

## Portfolio Exercise 2 – Analytical Work (25% Weighting)

Word Count: ~500 words

### Task:

Identify and analyse at least two major barriers for successful diversity and inclusion in organisations. Discuss:

- Why these barriers persist despite corporate efforts
- How leadership style, organisational culture or unconscious bias contribute to these issues
- Suggest strategies that could help overcome these barriers

Reference at least one HRM theory or model where appropriate (e.g., Hofstede's Cultural Dimensions, Equity Theory).

### Student's Work:

Assessor's Score and remarks:

### Portfolio Exercise 3 – Research Based Task (25% Weighting)

Word Count: ~500 words

Choose two of the following HRM theories:

- Universalist Theory
- Contingency Theory
- Resource-Based View (RBV)
- Institutional Theory

For each theory, describe:

- The core principles of the theory
- The key scholars associated with it
- Strengths and weaknesses of the theory

**Student's Work:**

**Assessor's Score and remarks:**

## Portfolio Exercise 4 – Practical Recommendations (25% Weighting)

Word Count: ~500 words

### Task:

Imagine you are the new HR Manager for a small start-up company (choose the industry). Recommend three essential HRM practices or policies that the company should prioritise to ensure sustainable growth and employee satisfaction.

Explain the importance of your chosen practices.

### Student's Work:

Assessor's Score and remarks:

## Portfolio Exercise 5 – Reflective Commentary (15% Weighting)

Word Count: ~500 words

### Task:

In your final portfolio discuss:

- What you have learnt from this module
- How useful this was for your development
- Your main reflections about what you have learnt

### Student's Work:

Assessor's Score and remarks: