Topic: EVALUATION OF the impact of HUMAN CAPITAL MANAGEMENT on WORKPLACE PERFORMANCE IN UK RETAIL INDUSTRY (8 to 13 words )

Aim:

To evaluate the impact of Human Capital management on the Workplace performance in the mid sized UK retail industry.

The objectives could be formulated as

1. To identify the key aspects of Human capital management
2. To evaluate the key benefits of HC management in the UK retail industry.
3. To identify the key drivers of Workplace performance in the UK retail industry.
4. To analyse the impact of HC management on Workplace performance.
5. To recommend the effective use of …

(Now check if the objectives are aligned with aim of the study, thereby ensuring Validity of the study).

For such a such we identify the themes that should go into the Literature review. Remember the Literature review that you do in the Assignment, should be closely connected to your Research area. How do we ensure that?

SO WE CONSIDER ONE RESEARCH OBJECTIVE AT A TIME AND EXTRACT THE THEMES FROM THEM RELEVANT TO THE STUDY.

**To start the Literature review , lets take the first objective**

“To identify the key aspects of Human capital management”, so we may want to cover-

What is Human capital management?

Definitions

Compare, contrast the definitions from different authors

Probably compare what Human capital management means for different industry sectors and so on or look at Human capital management in that part of the world ..etc

**Then pick up the next objective**

“To evaluate the key benefits of HC management in the UK retail industry.” What could we cover here?

So we look for materials on the various benefits of HC management and list and discuss them critically. Do you remember what is a Critique?

At this stage , we may want to compare the benefits Human Capital Management gives to different industries like manufacturing/ service etc and then focus on the UK retail industry or any other industry that you have selected.

Remember, benefits always come at a cost, so you may want to look at what are the costs and challenges involved in HC management and then evaluate the benefits in this context. You may also want to include some challenges that the organisation may face in the process of managing Human capital.

Now progress to the **next objective** and so on..

Please note that as we are progressing through the objectives, we are also developing the major themes for the Literature review of the assignment that is fully aligned with the objectives.