

PART 3 TASKS

**THESE TASKS WILL HELP YOU
ANSWER YOUR ASSIGNMENT**

READ:

- <https://www.cipd.org/uk/knowledge/factsheets/pestle-analysis-factsheet/> - LO 1- AC 1.2
- <https://www.forbes.com/advisor/business/best-learning-management-systems/> - LO 2- AC 2.2
- <https://smallbusiness.chron.com/hr-add-value-organization-50980.html> - LO 3- AC 3.2

WATCH:

- <https://www.youtube.com/watch?v=o3ew6h5nHcc> - LO 1- AC 1.4
- <https://www.youtube.com/watch?v=5rUVYWfZOb8> LO 2- AC 2.1
- <https://www.youtube.com/watch?v=1OdaQxlrqmQ&t=1s> LO 3 - AC 3.1

DO:

Learning Journal:

- After attending the 5CO02 unit, what is your understanding of Evidence Based Practice now?
- How much knowledge of the specific Evidence Based Practice area that you mentioned in your pre-learning journal has improved after attending the 5CO02 unit?
- Discuss 2 - 3 areas of Evidence Based Practice that you will now or in the future will be applying into your role.

Further Support References

AC 1.1

QUESTIONS

- What is evidence-based practice in people practice?
- What are the approaches in evidence-based practice?

ARTICLES

• <https://www.shrm.org/executive/resources/people-strategy-journal/winter2019/pages/ebp-briner.aspx>

• <https://www.contractrecruiter.com/evidence-based-hiring-use/#:~:text=With%20traditional%20hiring%2C%20you%20look,interviews%20to%20make%20a%20decision.>

• <https://www.aihr.com/blog/evidence-based-hr/>

• <https://wtalentsolutions.com/evidence-based-selection/>

• <https://www.cipd.org/uk/knowledge/evidence-reviews/evidence-financial-incentives/>

Further Support References

AC 1.1

ARTICLES

- <https://hcmdeck.com/en/blog/evidence-based-ld/>
- <https://actus.co.uk/4-evidence-based-performance-management-practices/>
- <https://www.balancehr.be/insights/the-evidence-based-hr-backpack>
- <https://www.risely.me/maximize-results-evidence-based-decision-making/>
- <https://www.ciphr.com/features/evidence-based-management-hr/>
- <https://www.personio.com/hr-lexicon/people-practices/#:~:text=People%20practices%20are%20the%20HR,to%2Dday%20people%20management%20practices.>
- <https://www.ciphr.com/features/evidence-based-management-hr/#:~:text=The%20main%20benefits%20of%20evidence,what%20is%20thought%20to%20work>

Further Support References

AC 1.1

ARTICLES

- <https://www.contractrecruiter.com/evidence-based-hiring-use/#:~:text=With%20evidence%2Dbased%20hiring%2C%20you,through%20your%20candidates%20more%20quickly.>
- <https://actus.co.uk/4-evidence-based-performance-management-practices/>
- https://www.employment-studies.co.uk/system/files/resources/files/mp141_Bridging_the_gap_evidence-based_approach_to_employee_engagement_0.pdf
- <https://www.ckju.net/en/dossier/employee-engagement-definition-benefits-and-evidence-based-practices-how-improve-your-employees-engagement>
- <https://clockify.me/blog/productivity/increase-employee-productivity/#:~:text=Training%20and%20development%20help%20improve,and%20learn%20some%20new%20ones.>

Further Support References

AC 1.1

ARTICLES

- <https://www.oak.com/blog/improve-employee-productivity/>
- <https://www.shrm.org/about-shrm/news-about-shrm/Documents/SIOP%20-%20Creating%20a%20service%20environment%20through%20HR.pdf>
- <https://www.sciencedirect.com/science/article/pii/S0090261622000067s>.

Further Support References

AC 1.1

VIDEOS

- <https://www.youtube.com/watch?v=ikJ687g2tPo>
- <https://www.youtube.com/watch?v=zlhTsfmWLvo>
- <https://youtu.be/srOA59Jnppc>

Further Support References

AC 1.2

QUESTIONS

- How is the PESTLE analysis useful to organizations?
- What are the weaknesses of evidence-based practice?

ARTICLES

- <https://www.mindtools.com/aqa3q37/pest-analysis>
- https://www.shrm.org/hr-today/news/hr-magazine/pages/0804agenda_empstaffing.aspx
- <https://www.brighthr.com/articles/end-of-contract/exit-interviews/>
- <https://www.quantumworkplace.com/future-of-work/pros-and-cons-of-exit-interviews>
- <https://www.cipd.org/uk/knowledge/factsheets/swot-analysis-factsheet/>
- <https://elearningindustry.com/2023-1d-trends-learning-analytics>
- <https://www.cipd.org/uk/knowledge/factsheets/pestle-analysis-factsheet/>

Further Support References

AC 1.3

QUESTIONS

- Why is critical thinking important for people professionals?
- What are the principles of critical thinking?

ARTICLES

- <https://www.changeboard.com/article-details/16955/critical-thinking-tips-for-hr-managers-and-leaders/>
- <https://www.insperity.com/blog/critical-thinking-skills/>
- <https://www.linkedin.com/pulse/how-critical-your-hr-thinking-warren-howlett/>
- <https://www.cipd.org/en/knowledge/podcasts/critical-thinking/>
- <https://www.monash.edu/learnhq/enhance-your-thinking/critical-thinking/what-is-critical-thinking#:~:text=Critical%20thinking%20is%20a%20kind,able%20to%20judge%20or%20discern>
- <https://hrmhandbook.com/core/critical-thinking/>

Further Support References

AC 1.3

QUESTIONS

- Why is critical thinking important for people professionals?
- What are the principles of critical thinking?

ARTICLES

- <https://www.cipd.org/uk/the-people-profession/the-profession-map/explore-the-profession-map/>
- <https://www.changeboard.com/article-details/16955/critical-thinking-tips-for-hr-managers-and-leaders/>
- <https://www.indeed.com/career-advice/career-development/critical-thinking-examples#:~:text=Critical%20thinking%20allows%20a%20person,help%20you%20make%20a%20decision.>
- <https://www.sciencedirect.com/science/article/pii/S8755722305001432#:~:text=It%20engages%20the%20skills%20of,analysis%2C%20evaluation%2C%20and%20inference.>

Further Support References

AC 1.3

QUESTIONS

- Why is critical thinking important for people professionals?
- What are the principles of critical thinking?

VIDEOS

- <https://www.youtube.com/watch?v=-eEBuqwY-nE>
- <https://www.youtube.com/watch?v=ZLyUHbexz04>
- <https://www.youtube.com/watch?v=HnJ1bqXUnIM>

Further Support References

AC 1.4

QUESTIONS

- What are the three steps Force Field Analysis?
- What is the purpose of the De Bono's thinking hats model?
- What are the 4 steps of brainstorming?

ARTICLES

- <https://safetyculture.com/topics/force-field-analysis/>
- <https://www.designorate.com/the-six-hats-of-critical-thinking-and-how-to-use-them/>
- <https://www.hrmexam.com/2016/07/25/the-art-of-brainstorming/>
- <https://asq.org/quality-resources/force-field-analysis#:~:text=Force%20field%20analysis%20is%20a,current%20state%20being%20in%20equilibrium.>
- <https://www.mindtools.com/acv0de1/brainstorming>
- <https://www.debonogroup.com/services/core-programs/six-thinking-hats/>

Further Support References

AC 1.4

QUESTIONS

- What are the three steps Force Field Analysis?
- What is the purpose of the De Bono's thinking hats model?
- What are the 4 steps of brainstorming?

VIDEOS

- <https://www.youtube.com/watch?v=o3ew6h5nHcc>
- <https://www.youtube.com/watch?v=rh8s0sFRAng>
- <https://youtu.be/o3ew6h5nHcc>

Further Support References

AC 1.5

QUESTIONS

- What is utilitarianism and examples?
- What is the main idea of altruism?
- How does utilitarianism influence decision-making in the workplace?

ARTICLES

- <https://www.investopedia.com/terms/u/utilitarianism.asp>
- <https://greengarageblog.org/13-advantages-and-disadvantages-of-utilitarianism-theory>
- <https://www.investopedia.com/terms/u/utilitarianism.asp#:~:text=Investopedia%20%2F%20Jessica%20Olah-,What%20Is%20Utilitarianism%3F,of%20society%20as%20a%20whole.>
- <https://greatergood.berkeley.edu/topic/altruism/definition>

Further Support References

AC 1.5

QUESTIONS

- What is utilitarianism and examples?
- What is the main idea of altruism?
- How does utilitarianism influence decision-making in the workplace?

VIDEOS

- https://www.youtube.com/watch?v=-FrZl22_79Q&t=105s
- <https://www.youtube.com/watch?v=gJEhog-vZKU&t=46s>

Further Support References

AC 2.2

QUESTIONS

- What is the role of HRIS in the organization?
- How do learning management system?

ARTICLES

- <https://www.aihr.com/blog/human-resources-information-system-hris/>
- <https://www.forbes.com/advisor/business/best-learning-management-systems/>
- <https://www.learningbank.io/learning-management-system>
- <https://u-next.com/blogs/hr-analytics/human-resource-management-information-system/>
- <https://blog.finchbrands.com/what-makes-a-great-key-insight-finch-brands#:~:text=What%20Are%20Key%20Insights%3F,support%2C%20whether%20quantitative%20or%20qualitative.>

Further Support References

AC 2.2

QUESTIONS

- What is the role of HRIS in the organization?
- How do learning management system?

VIDEOS

- <https://www.youtube.com/watch?v=Y72bRzL-bHU&t=4s>
- <https://www.youtube.com/watch?v=fg-c3A57-5U>

Further Support References

AC 2.3

QUESTIONS

- What are the benefits of evidence-based practice tools?
- What is evidence based management in HR?
- What are limitations of evidence-based practice?

ARTICLES

- <https://assets.kpmg.com/content/dam/kpmg/pdf/2015/04/evidence-based-hr.pdf>
- <https://www.ckju.net/en/blog/benefits-evidence-based-management-nutshell/1246>
- <https://www.ckju.net/en/blog/benefits-evidence-based-management-human-resource-practice/31748>
- <https://www.cipd.org/uk/knowledge/guides/evidence-based-profession/>
- <https://www.aihr.com/blog/evidence-based-hr/>

Further Support References

AC 2.3

QUESTIONS

- What are the benefits of evidence-based practice tools?
- What is evidence based management in HR?
- What are limitations of evidence-based practice?

VIDEOS

- <https://www.youtube.com/watch?v=ikJ687g2tPo>
- <https://www.youtube.com/watch?v=srOA59Jnppc>
- <https://www.youtube.com/watch?v=zlhTsfnWLvo&t=22s>

Further Support References

AC 2.3

QUESTIONS

- What are the benefits of evidence-based practice tools?
- What is evidence based management in HR?
- What are limitations of evidence-based practice?

VIDEOS

- <https://www.youtube.com/watch?v=ikJ687g2tPo>
- <https://www.youtube.com/watch?v=srOA59Jnppc>
- <https://www.youtube.com/watch?v=zlhTsfmWLvo&t=22s>

Further Support References

AC 3.1

QUESTIONS

- What are non-financial performance indicators?
- What are the components of the balanced scorecard?

ARTICLES

- <https://online.hbs.edu/blog/post/financial-performance-measures>
- <https://wise.com/us/blog/financial-performance>
- <https://www.aicpa-cima.com/resources/article/kpis-financial-and-non-financial>
- <https://www.wallstreetmojo.com/financial-performance/#:~:text=Financial%20performance%20measures%20an%20organizational%27s,data%20provided%20in%20financial%20statements.>
- <https://uk.indeed.com/career-advice/career-development/non-financial-measures-of-performance#:~:text=What%20are%20non%2Dfinancial%20measures,to%20denote%20success%20or%20failure.>
- <https://balancedscorecard.org/bsc-basics-overview/>

Further Support References

AC 3.1

QUESTIONS

- What are non-financial performance indicators?
- What are the components of the balanced scorecard?

VIDEOS

- <https://www.youtube.com/watch?v=4mx0hoHRopI>
- <https://www.youtube.com/watch?v=1OdaQxlrqmQ&t=1s>

Further Support References

AC 3.2

QUESTIONS

- What are the stages of the Kirkpatrick model?
- How people practices add value to an organization?
- What is performance management and how does it benefit the organization?

•ARTICLES

- <https://www.mindtools.com/ak1yhhs/kirkpatrick-four-level-training-evaluation-model>
- <https://www.cipd.org/uk/knowledge/factsheets/performance-factsheet/>
- <https://smallbusiness.chron.com/hr-add-value-organization-50980.html>
- <https://www.breathehr.com/en-gb/blog/topic/business-process/why-is-human-resources-important#:~:text=HR%20plays%20a%20key%20role,business%20culture%20covered%20by%20HR>.

Further Support References

AC 3.2

QUESTIONS

- What are the stages of the Kirkpatrick model?
- How people practices add value to an organization?
- What is performance management and how does it benefit the organization?

•VIDEOS

- <https://www.youtube.com/watch?v=MUakGed8QeY>
- <https://www.youtube.com/watch?v=Yjw-KHou3AY>

Further Support References

AC 3.2

QUESTIONS

- What is qualitative and quantitative data in human resources?
- What are data interpretation best practices?

•ARTICLES

•<https://smallbusiness.chron.com/can-hr-departments-use-quantitative-qualitative-data-39617.html>

•<https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/pages/three-key-tools-for-collecting-qualitative-data.aspx>

•<https://www.fullstory.com/qualitative-data/>

•<https://www.fullstory.com/quantitative-data/#:~:text=Quantitative%20data%20is%20data%20that,are%20examples%20of%20quantitative%20data.>

Further Support References

AC 3.2

QUESTIONS

- What is qualitative and quantitative data in human resources?
- What are data interpretation best practices?

•VIDEOS

- <https://www.youtube.com/watch?v=4iws9XCyTEk>
- <https://www.youtube.com/watch?v=5rUVYWfZO8>
- <https://www.youtube.com/watch?v=8LrRqi2m-dY>