

Mark Scheme

|            |   |
|------------|---|
| Unit title | Human Resource Development II – Level 6   |
| Textbook   | Human Resource Management: A Contemporary Approach 7th edition, Beardwell R & Thompson. |
| Series     | March 2019  |

| Level 6 Knowledge and Skills Descriptor   |
|---|
| <p><b>Knowledge descriptor (the holder...)</b></p> <ul style="list-style-type: none"> <li>Has advanced practical, conceptual or technological knowledge and understanding of a subject or field of work to create ways forward in contexts where there are many interacting factors.</li> <li>Understands different perspectives, approaches or schools of thought and the theories that underpin them.</li> <li>Can critically analyse, interpret and evaluate complex information, concepts and ideas.</li> </ul> <p><b>Skills descriptor (the holder can...)</b></p> <ul style="list-style-type: none"> <li>Determine, refine, adapt and use appropriate methods and advanced cognitive and practical skills to address problems that have limited definition and involve many interacting factors.</li> <li>Use and, where appropriate, design relevant research and development to inform actions.</li> <li>Evaluate actions, methods and results and their implications.</li> </ul> |

Marking grid – referred to in individual questions below (level 5)

| 4 marks | A - Distinction | 70-75% | Excellent knowledge base that supports analysis, evaluation and problem-solving in theory and practice of discipline with considerable originality and autonomy. Excellent use of terminology. The response is thorough and clear with balance of breadth and depth.           |
|---------|-----------------|--------|--|
| 3 marks | B - Credit      | 60-69% | Good knowledge base that supports analysis, evaluation and problem-solving in theory and practice of discipline with some originality, detail and autonomy. Structure will generally be good with appropriate use of terminology and response exhibits both breadth and depth. |
| 2 marks | C - Pass        | 50-59% | Satisfactory knowledge base that supports some analysis, evaluation and problem-solving in theory and practice of discipline. There may be an attempt at structure and use of appropriate terminology and response will exhibit some breadth and depth.                        |
| 1 mark  | D - Pass        | 40-49% | Basic knowledge base with some omissions at the level of theoretical issues. Restricted ability to discuss theory and/or or solve problems in discipline. Response may lack clarity though show some breadth or depth of analysis.   |
| 0 marks | F - Fail        | 39 - % | Limited knowledge base. Limited understanding of discipline. Difficulty with theory and problem solving in discipline. Response may be muddled or too short.   |

Annotate throughout paper:

|      |  |
|------|--|
|      | To indicate that the candidate has written something that is credit worthy |
| NAQ  | Not answering the question set   |
| BOQ  | Benefit of the doubt   |
| NBOQ | No benefit of the doubt  |
| *    | An omission or incomplete answer to the question set                       |

To indicate that a candidate has made a positive evaluation/strength in response to the demands of the question

To indicate that the candidate has made a negative evaluation/weakness in response to the demands of the question

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*The Institute of Training and Development's Human Resource Development Week* Institute of Training and Development, Great Britain. Manpower Services Commission, 1988      *Human Resource Development for Project Management* International Expert Seminar, International Expert Seminar\$, 7th, 1981, Gottlieb Duttweiler Institute for Economic and Social Studies, Zurich, Suisse, International Management Systems Association, Sebastian Dworatschek, 1981

**Ancient Indian Scriptures and Human Resource Management** Sneh Bhardwaj, 2020-04-20 Indian scriptures are the treasure hove of philosophy the philosophy of work and life They offer vital guidelines on Psychology Sociology Political Science Social Psychology Human Behavior and Modern day Management concepts Ancient Indian scriptures such as the Bhagavad Gita Upanishads and some parts of Mahabharata are included in the book for HRM topics such as self management ethics values work potential motivation leadership boss management stress management and interpersonal relationships etc The study used quantitative methodology and collected data from 273 participants working in ten Indian companies The statistical results have been included in the book only briefly to retain flow and fluency of thought for the reader The work addresses the vital HR management issues in a culturally sensitive approach that is thoroughly based on Indian scriptural advices The study proposes to plug the gaps in existing management knowledge that is lopsidedly based on the Western management research and theories Resultantly Arjuna Syndrome Model and Krishna Cure Model are presented These models plug in the gaps in existing literature in the HRM and advance theory by suggesting novel ways of managing emotions motivation leadership interpersonal relationships recruitment and work potential at workplace      *Management of Change Through Human Resource Development* B. L. Maheshwari, Dharni P. Sinha, National HRD Network (India), 1991

Human Resource Development D. M. Silvera, 1988      *Case Study Solutions - Human Resource Development* Gr. Capt. H Kaushal, 2010-02 The book provides conceptual inputs and offers several case studies covering the entire gamut of the study of Human Resource Development HRD catering to the requirement of managers and students of business schools A serious attempt has been made to cov

**Human Resource Management** UNITEC Institute of Technology, Department of Management and Marketing, UNITEC Institute of Technology, Unitec Business School, UNITEC Institute of Technology, Faculty of Business, 2001      Academy of Human Resource Development Academy of Human Resource Development, AHRD., Richard J. Torraco, 1998      **International Human Resource Management** , 2014      *Proceedings Report and Background Papers of the Regional Workshop On: Human Resource Development & Utilization* , 1989      *Human Resource Management* UNITEC Institute of Technology. Department of Management and Marketing, UNITEC Institute of Technology. Unitec Business School, UNITEC Institute of Technology, Faculty of Business, 2001

**Excellence Through Human Resource Development** M. R. R. Nair, T. V. Rao, 1990      **Strategic Human Resource Development** Mrinalini

Pandey,2009 **TS-7 Human Resource Development** Gullybaba. com Panel,2008-05-15 TS 7 Human Resource Development Topics Covered Block 1 Human Resource Unit 1 Human Resource Planning Unit 2 Demand and Supply Forecasting Methods and Techniques Unit 3 Human Resource Information Systems Unit 4 Human Resource Audit HRA Unit 5 Human Resource Accounting Unit 6 Job Evaluation Concept Scope and Limitation Unit 7 Job Analysis and Job Description Unit 8 Job Evaluation Methods Unit 9 Task Analysis Unit 10 Personnel Office Functions and Operations Unit 11 Recruitment and Selection Unit 12 Induction and Placement Block 2 Human Resource Development Unit 1 Staff Training and Development Unit 2 Motivation and Productivity Unit 3 Employees Motivation and Job Enrichment Unit 4 Career Planning Unit 5 Employees Counselling Unit 6 Performance Monitoring and Appraisal Unit 7 Transfer Promotion and Reward Policies Unit 8 Disciplinary Issues and Employees Grievance Handling Unit 9 Compensation and Salary Administration Unit 10 Employee Benefits and Welfare Schemes Unit 11 Gender and Other Sensitivities in Hospitality and Tourism Unit 12 Emerging Trends and Perspectives Question Papers Total 24 Solved 7 Unsolved 17 1 June 2008 2021 2 December 2008 2018

**SIHRM** Singapore Institute of Human Resource Management,1993 Papers of the Conference on Human Resource Development for IT in Business Held on 8-9 April 1997 in Kuala Lumpur ,1997 *Information Technology Human Resource Development Plan* Western Australia. Dept. of Computing and Information Technology,1987 *The Institute of Training & Development's Human Resource Development Week* Great Britain. Manpower Services Commission,Institute of Training and Development,1987 **CP1179 - Human Resource Management** Alan Nankervis,2018 PAI Self-Assessment and Study Guide for Human Resource Management-Personnel Personnel Accreditation Institute,1985

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