Deira International School

IB DP IB Business Management (IB2)



Summary

2.1 Functions and evolution of human resource management

Subject Start date Duration Year

Business Management IB2 Week 4. November 1 week 4 hours

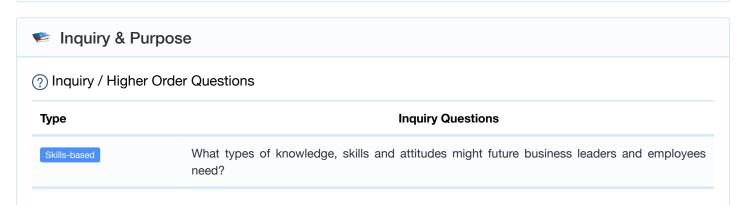
Course Part

2. Human resource management

Description

By the end of this subtopic 2.1 - Functions and evolution of HR management, you should be able to:

- Explain the process of work force planning in an organisation.
- · Explain what labour turnover is and what internal and external factors influence HR planning.
- · Describe the steps in the process of recruitment.
- · Describe and analyse the following types of training:
 - On the job (including induction training and mentoring)
 - · Off the job
 - Cognitive
 - Behavioural
- · Explain the following types of appraisal:
 - Formative
 - Summative
 - 360 degree feedback
 - Self-appraisal
- · Outline the steps in the process of dismissal and redundancy.
- · Explain or analyse the way in which work patterns and practices change and the effect of this change on employees and employer. You should be able to analyse the following work patterns:
 - Teleworking
 - Flexitime
 - Migration for work
- · Discuss, evaluate or justify the need for outsourcing, offshoring and reshoring as HR strategies.
- Discuss or evaluate the impact of innovation, ethics and cultural differences on HR practices and strategies.



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Curriculum



Empower students to think critically and strategically about individual and organizational behaviour

Objectives

Demonstrate knowledge and understanding of

real-world business problems, issues and decisions

Demonstrate a variety of appropriate skills to

produce well-structured written material using business terminology

Syllabus Content

Unit 2: Human resource management

2.1 Functions and evolution of human resource management

Human resource planning (workforce planning)

Labour turnover

Internal and external factors that influence human resource planning (such as demographic change, change in labour mobility, new communication technologies)

Common steps in the process of recruitment

The following types of training: on the job (including induction and mentoring), off the job, cognitive, behavioural

The following types of appraisal: formative, summative, 360-degree feedback, self-appraisal

Common steps in the processes of dismissal and redundancy

How work patterns, practices and preferences change and how they affect the employer and employees (such as teleworking, flexitime, migration for work)

Outsourcing, offshoring and reshoring as human resource strategies

How innovation, ethical considerations and cultural differences may influence human resource practices and strategies in an organization

① Concepts

Every business decision has moral implications. These consequences can be significant for internal and external stakeholders and the natural environment.

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ATL Skills



P Approaches to Learning



Research



Developing IB Learners





Inquirers



Knowledgeable



Thinkers



Open-minded



Balanced



Stream & Resources



Resources



Katie Wood

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