

## Summary

### 2.1 Functions and evolution of human resource management

Subject	Year	Start date	Duration
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.

## Inquiry & Purpose

### ? Inquiry / Higher Order Questions

#### Type

#### Inquiry Questions

Skills-based

What types of knowledge, skills and attitudes might future business leaders and employees need?

## Curriculum

### Aims

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

### Concepts

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

IB DP IB Business Management (IB2)


### ATL Skills


 Approaches to Learning


 Research


### Developing IB Learners


 Learner Profile

 Inquirers

 Knowledgeable

 Thinkers

 Open-minded


 Balanced

### Stream & Resources

 Resources

 **Katie Wood**  
Posted **3 files** on Apr 29, 2021 at 12:16 PM

 2.1Training\_\_NEW.pptx  
100 KB PowerPoint Presentation

 2.1\_Culture\_and\_Ethics\_in\_HR.pptx  
100 KB PowerPoint Presentation

 2.1\_HR\_planning11\_NEW.pptx  
200 KB PowerPoint Presentation