

7CO02

People management & development strategies for performance

*November 2022 moderation window -
Assessment Questions*



Level 7 Advanced Diploma in

- Strategic People Management
- Strategic Learning and Development

Question 3

In what ways can people management practices help to define and reinforce an organisation's values? Illustrate your answer with examples from your reading and your own observations

Question 8

You are approached by an organisation which has, for many years, struggled to retain strong performers. Staff turnover rates are well above the industry average. What advice would you give about steps that could be taken to:

- i) reduce staff turnover levels over the next few months?
- ii) achieve long-term sustained reductions in staff turnover?

Fully justify your recommendations.

Question 9

The CIPD (2021) are urging the HR profession and employers to act on racism by talking about race at work, encouraging ethnicity disclosure and reporting and addressing career inequities. Develop a people plan to address these areas in your own organisation, including a discussion of the key challenges in each area.

Question 15

Critically assess the potential for developing collaborative relationships with customers in order to better understand their people priorities. Illustrate your answer with examples.

Generic grade descriptors	REFER/FAIL / 1	PASS / 2	MERIT / 3	DISTINCTION / 4
Focus	Fails to address all the questions either sufficiently fully or directly.	An adequate attempt to address all the questions fully and directly.	A good attempt to address all the questions relatively well and directly.	An excellent attempt to address all the questions very well and directly.
Depth & breadth of understanding	Inadequate knowledge and understanding in respect of one or more of the questions. Limited depth and breadth of analysis.	Adequate knowledge and understanding across the questions. Satisfactory breadth and depth of analysis.	Full and solid knowledge and understanding across all the questions. Good breadth and depth of analysis.	Very full knowledge and understanding across all the questions. Excellent breadth and depth of analysis.
Strategic application & professional advice	Fails to provide appropriate or well-justified advice and/or recommendations. Lacks a strategic approach.	Provides adequately justified advice and informed recommendations. Some strategic application.	Provides solid and thoughtful advice and well-informed recommendations. Clearly strategic in orientation.	Provides excellent advice and very well-informed recommendations. Strategically oriented in all respects.
Research & wider reading	Limited original research and/or appropriate wider reading for the assignment. Limited or no referencing.	Evidence of sufficient research and appropriate wider reading for the assignment. Satisfactory in-text referencing.	Evidence of significant research and thoughtful, appropriate wider reading for the assignment. A good standard of in-text referencing.	Evidence of considerable research and excellent, appropriate wider reading for the assignment. An excellent standard of in-text referencing.
Persuasiveness & originality	Limited development of persuasive and original arguments. Inadequate use of examples.	An adequate attempt to develop original arguments and to justify these persuasively. Includes appropriate examples.	Some strong original arguments are presented which are mainly justified persuasively. Good use of examples.	Mostly strong original arguments are presented and justified very persuasively. Excellent use of examples.
Presentation & language	An inadequate standard of presentation or language. The assignment is poorly written and/or poorly structured. It is not at the level required for a management presentation.	A solid standard of presentation and use of language. The structure and ideas are satisfactory for a management presentation.	A strong and professional standard of presentation and use of language. The structure and ideas are well crafted for a management presentation.	An outstanding standard of presentation and use of language. The structure and ideas are very well crafted for a management presentation.