

Meden School Curriculum Planning							
Subject	A Level Business	Year Group	12	Sequence No.	Six	Topic	Decision making to improve HR performance,

Retrieval	Core Knowledge	Student Thinking
What do teachers need retrieve from students before they start teaching new content ?	What specific ambitious knowledge do teachers need teach students in this sequence of learning?	What real life examples can be applied to this sequence of learning to development of our students thinking, encouraging them to see the inequalities around them and 'do something about them!'
<p><u>Retrieval from sequence 5</u></p> <ul style="list-style-type: none"> developments in technology are affecting financial decision making and activities (e.g. crowd funding) market conditions and competition ethical and environmental influences on financial decisions how decisions in finance improve the competitiveness of the business the interrelationship between financial decisions and other functions <p>Implied knowledge of Business</p> <p>Review of KS4 Personal finance curriculum. Students should understand</p>	<p>Students should consider the following throughout this section of the specification:</p> <ul style="list-style-type: none"> how developments in technology are affecting decision making and activities in relation to human resources (e.g. changing the nature of work, the skills that are required and ways of working such as tele-working) ethical and environmental influences on human resources decisions market conditions (including the labour market) and competition how human resource decisions help improve the competitiveness of a business the interrelationship between human resource decisions and other functions. <p><u>Setting human resource objectives</u></p> <ul style="list-style-type: none"> The value of setting human resource objectives <p>Human resource objectives include:</p> <ul style="list-style-type: none"> employee engagement and involvement talent development training diversity alignment of values 	<p>What is the % of ethnic minorities and people with disabilities do medium sized firms have to employ to meet government equality targets?</p> <p>What is the link between employer engagement and motivation?</p> <p>How do motivation methods differ in small, local, national and international firms?</p> <p>Why do HR objectives have to complement overall corporate objectives?</p> <p>Is there a hybrid between soft and hard HRM? Do all firms fit into one category or another?</p> <p>Do all firms have a HR department, regardless of their size and nature of market?</p>

<p>the role of entrepreneurs in providing enterprising ideas, employment and taking risks to get a reward. The use of money in society, credit cards and debt, borrowing money and interest repayments. Also, an awareness of the economy and how that can affect personal finance e.g. in a Boom, inflation is high, so are interest rates and repayment charges on loans are high</p>	<ul style="list-style-type: none"> • number, skills and location of employees. • Internal and external influences on human resource objectives and decisions • Influences on human resource objectives such as soft and hard Human Resource Management (HRM) approaches. <p><u>Analysing human resource performance</u></p> <ul style="list-style-type: none"> • Calculating and interpreting human resource data <p>Students should be able to calculate and interpret:</p> <ul style="list-style-type: none"> • labour turnover and retention rates • labour productivity • employee costs as percentage of turnover • labour cost per unit. • The use of data for human resource decision making and planning <p><u>Making human resource decisions: improving organisational design and managing the human resource flow</u></p> <ul style="list-style-type: none"> • Influences on job design • Job design to include Hackman and Oldham’s model. • Influences on organisational design • Decisions relating to organisational design include: • authority • span • hierarchy • delegation • centralisation and decentralisation. • Influences on delegation, centralisation and decentralisation <p><u>The value of changing job and organisational design</u></p> <ul style="list-style-type: none"> • How managing the human resource flow helps meet human resource objectives <p>Human resource flow to include:</p> <ul style="list-style-type: none"> • human resource plan • recruitment • training 	<p>What is the link between motivation and staff retention rates?</p> <p>How is HR data used to inform planning?</p> <p>How can a business reduce labour costs in a service sector or manufacturing business?</p> <p>Why would a firm decentralise its activities? What benefits could arise from the change from a centralised structure?</p> <p>Can Hackman’s and Oldham’s model be applied to all firms when looking at job design?</p> <p>How often do firms change job design? What are the main influences on job design and do these changes over time?</p> <p>How do the motivation theories of Taylor, Herzberg and Maslow contrast? Are there any similarities?</p> <p>Which motivation method is better, financial or non-financial?</p> <p>What is the difference between a works council and a trade union?</p> <p>Is employee representation still needed in the modern business world?</p> <p>How valuable to a business is employer-employee relations?</p>
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