

Subject	Year	Term
Business	Year 12	Autumn 2
Topic		
3.1.6 Decision Making to improve HR Performance		
Content (Intent)		
Prior Learning – This unit builds on the theory from 3.1.2 and investigates the impact of HR on performance		
Students of this course study business in a variety of contexts and consider the importance of the context of business in relation to decision making. The topics covered are:		
Setting Human Resource Objectives	Includes employee engagement, talent development, training, diversity, values, skills and location of employees	
	Internal & External influences on HR objectives	
Calculating Human Resource Data	Labour Turnover, Labour Productivity, Employee costs as percentage of turnover and labour costs per unit	
Improving Organisation Design	Influences on Job Design to include Hackman and Oldham's model	
	Influences on organisational design to include authority, span, hierarchy & delegation	
	Influences on delegation, centralisation and decentralisation	
	The value of changing job and organisational design	
	Managing HR Flow which includes HR plan, recruitment, training, redeployment and redundancy	
Improving Motivation and Engagement	The benefits of motivated employees	
	Theories of motivation to include Taylor, Maslow and Herzberg	
	Methods of improving motivation (piece rate, commission, salary schemes and performance related pay)	
	Analyse financial and non-financial forms of motivation	
	Influences on the choice of incentives used	
Improving Employer-Employee Relations	Trade Unions and Work Councils	
	Influences on the extent of employee involvement in decision making	
	How to manage and improve communication	
	How to manage and improve employer-employee relations	
	The value of good relations	
Future Learning – This unit sets up the basic skills required to assess the strategic position of a business in the 2nd year of the course.		
How will knowledge and skills be taught? (Implementation)	How will your understanding be assessed & recorded (Impact)	
This topic will involve links to the four assessment objectives throughout and will include, but not be limited to: <ul style="list-style-type: none"> - Teacher led lesson content - Group discussion/debates and questioning - Using business terminology - Reference to business examples throughout 	<ul style="list-style-type: none"> - End of topic assessment - Past Paper responses and essays. Marked and feedback given. - Verbal responses. Individual and class feedback given. 	
How can parents help at home?		
<ul style="list-style-type: none"> • Discussing ideas and content at home & linking it to real businesses that they know • Watch the news and/or read a good quality newspaper • Watch any topical films or documentaries that link to Business 		
Helpful further reading/discussion		
Reading	Subject Key Terms	Careers Links
	- Job Enrichment	- Recruitment Consultants

<ul style="list-style-type: none">- My revision notes: AQA A Level Business- Business Review magazines (subscribe online)- TUTOR2U website- BBC Business news	<ul style="list-style-type: none">- Job Enlargement- Span of Control- Chain of Command- Work Council- Trade Unions- Centralisation	<ul style="list-style-type: none">- HR Consultants- Trade Unions
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