This unit assignment explores the connections between organizational structure and the wider world of work in a commercial context. It highlights the factors and trends, including the digital environment, that impact on business strategy and workforce planning, recognising the influence of culture, employee wellbeing and behaviour in delivering change and organisational performance. Preparation for the Tasks: § At the start of your assignment, you are encouraged to plan your assessment work with your Assessor and where appropriate agree milestones so that they can help you monitor your progress. § Refer to the indicative content in the unit to guide and support your evidence. § Pay attention to how your evidence is presented, remember you are working in the People Practice Team. § Ensure that the evidence generated for this assessment remains your own work. You will also benefit from: § Completing and acting on formative feedback from your Assessor. § Reflecting on your own experiences of learning opportunities and continuous professional development. § Reading the CIPD Insight, Fact Sheets and related online material on these topics as well as key research authors on the subject. Task - Questions Knowledge and understanding for this core unit will be assessed by written answers to the questions below. 1. Organisations differ in terms of structure, the products and/or services offered and customers. a. Evaluate the advantages and disadvantages of two types of organisation structures, including the reasons underpinning them. (AC 1.1) b. Analyse connections between organisational strategy, products, services and customers. (AC 1.2) 2. All organisations are affected to some extent by external factors and trends. The impact of these factors and trends could be positive, neutral or negative, some are short-lived whilst others are long-lasting. Analyse a range of external factors and trends currently impacting organisations. Identify organisational priorities arising from the factors and trends analysed. (AC 1.3) 3. The CIPD’s report Workplace Technology: the employee experience (2020:2) states, ‘the impact of the latest technology revolution on how organisations create value and on the way people work spans all industries, economies and parts of society’. Assess the scale of technology within organisations and how it impacts work. (AC 1.4) 4. Drawing on your reading, explain one theory or model which examines organisational culture AND interpret one theory or model which examines human behaviour. (AC 2.1) 5. Assess how people practices impact on organisational culture and behaviour, drawing on examples to support your arguments. (AC 2.2) 6. Many organisations have managed considerable change in recent years. CIPD’s report, People Profession 2030: a collective view of future trends (2020) identifies ‘internal change’ as a key future trend. a. Explain different approaches to managing change (AC 2.3) b. Discuss models for how change is experienced. (AC 2.4) 7. CIPD’s Good Work Index provides an annual benchmark of job quality. Data is gathered on seven dimensions of good work, including ‘health and wellbeing’. Assess the importance of wellbeing at work and factors which impact wellbeing. (AC 2.5) 8. Discuss the links between the employee lifecycle and different people practice roles. (AC 3.1) 9. Analyse how people practice connects with other areas of an organisation and supports wider people and organisational strategies. (AC 3.2) 10. People professionals provide a service to internal customers but to truly add value, people professions need to understand their customer’s needs. Discuss processes for consulting and engaging with internal customers to understand their needs. (AC 3.3)