Strategic and Comparative. Portfolio structure For your individual coursework assignment, you should write a learning portfolio, comprising three separate parts, using a maximum of 3,000 words (1,000 words per question). The purpose of the learning portfolio is for you to demonstrate your knowledge and understanding of the module content, centred upon three key topics: (i) Part one should provide a reflection on the link between HRM techniques / strategies and organisational commitment and performance: To what extent does the HR function in organisations have a major role in managing commitment and performance? (ii) Part two should provide a reflection on the international convergence of HRM across national boundaries and pressures for continuing diversity: How tenable is it to suggest that human resource management is converging on a Western model? (iii) Part three should provide a reflection on the approaches which MNCs can use to promote labour standards within their supply chain (in particular code of conducts and Global Framework Agreements): How can multinational firms best address demands for minimum international labour standards within their supply chains? Please note that you need to answer all three portfolio questions and provide a separate reference list for each question. Guidance on preparing your learning portfolio In preparing your learning portfolio you should: - Demonstrate relevant knowledge and critical understanding of the topic in question Draw upon, and make reference to, relevant academic literature relating to the topic in question. - Use a logical structure to address each of the three questions. - Support your argument with relevant evidence, for example academic journal articles. - Use appropriate examples to illustrate the material. - Ensure that you express your ideas in writing as clearly as possible. Please do not just repeat the lecture and seminar content we have provided. You will not receive any marks for doing this. Of course, there may be elements of our content that you believe are important to your argument. If this is the case, then please ensure that you use them in way that supports your interpretation and express the ideas in your own words. If you have any concerns about this, then please ask. Coursework assignment – submission and formatting - The pass mark for the assignment, and thus the module, is 40 per cent. - Your coursework assignment should be submitted electronically online, using the appropriate Dropbox, via the module’s Moodle site, by 23.55 (UK time) on the final day of submission. - Your coursework assignment must be limited to 3,000 words (maximum) based on 3 x 1,000-word separate parts (excluding the reference lists). - There is no unofficial ‘plus or minus 10% leeway’. The word count includes everything from the start of the text of each answer to the end of the text that precedes the beginning of your APA reference list, although it excludes any footnotes you have used. Use the word count facility in Word to determine your word count for this block of text. - There is no obligatory formatting method required; but clearly, when selecting a font and font size etc, you need to ensure that your work is easily readable, for example Times New Roman 12 point, 1.5 line spacing. - You must use an appropriate method of citing your sources in the text of your coursework assignment. The University recommends using the Harvard APA 7th edition method. Whatever method you use, you must ensure that it is clear, accurate and consistent Assessment of the portfolio Overall, your portfolio will be assessed on the extent to which your portfolio, taken as a whole, meets the three learning outcomes of the module: 1. Analyse and compare different approaches to the strategic dimensions of human resource management and the problems and prospects of applying these in practice. 2. Evaluate the dimensions of the human resource role and the human resource function in different types of organisation. 3. Analyse critically the international and ethical dimensions of human resource management