**Group assignment**

8.1.24: Group work kick-off.

Do project planning today on how you as a group will work on the assignment. Read the assignment and then respond to the questions below. Be very concrete today. Draft a rough plan that ensures that your group will get the work done with reasonable but focused effort.

* What are the elements of this project?
* Who will do what? What will everyone do? Do you all read everything, or divide it up?
* When will you meet (reserve at least three meeting slots in your calendars today)?
* What are your choices in terms of the organization, who contacts whom? Make a list of your choices and get on with setting up the interview asap.

Please note that as a by-product you will all become quite familiar with the exam literature!

**The broad title:**

**“People management in practice. Choices of practices and tools and the consequent challenges and possibilities.” CASE X.**

**The learning goals:**

* you become familiar with the course literature
* you get real life perspective on the role, choices of practices and tools, and challenges of people management
* you get to practice project and time management, sharpen your teamwork/communication/ client management skills, and work on your academic writing and presentation skills

**The assignment:**

**The assignment is two-fold: theoretical and practical.**

In your group get acquainted with the various theoretical approaches to strategic people management discussed during the course. Use the selected course literature (next page). Once the group has done this, meet and discuss. Take notes and summarize, present in the group. Ensure that you all have a good grip of the main approaches and other elements of interest in strategic people management. Discuss your choices regarding a theoretical framework or theme that you could use in the assignment.

Identify an organization, private or public, and arrange to meet with the Head of Human Resources/HR Director/HR expert to interview him/her about strategic people management and the practices and tools that relate to your area of interest they view as central/use. Use the interview to find out things that intrigue you regarding strategic people management, use of various tools and practices. You may approach the topic from the point of view of how people strategy is implemented in the organization in question, what kind of practices, what kind of tools are central. Or, you may approach the topic by focusing more on the specific experiences of the person you meet. Many HR Directors have a long career behind them in people management in various organizations.

**Prepare before the interview.** Suggestions for things to find out at the interview: What is the role of people management in this organization? How strategic is this role? How is the people strategy aligned with that of the organization? What are the central tools and practices for this? How are strategic goals translated into practical measures or people practices? What are the challenges with designing and implementing a people strategy? Central tools and practices in this? What if the strategy changes, how is this change managed with regard to people management? You may approach this broadly or narrowly. These are only suggestions to help your group get started! You may decide to approach this from a completely different perspective. If you operate under the heading, you may do this as you wish. After the interview, explicitly ask, if anything came up that you may not share in class, and respect this! After the interview summarize your thoughts and discuss in group. Please also inform the interviewee that we are all bound by the academic ethics and codes of conduct.

**Written assignment**. Based on your prior literature review and the interview, select a theme (which may be generic or specific) and write an academic essay that ties in with the theoretical approaches to people management but also describes the findings of your interview and reflects on your learning and thinking. Add a secondary title if you wish or name your case, your choice. Always credit the sources i.e. make proper academic references!

**Format:** 8 – 10 pages,Times New Roman 12pt, alignment justified, spacing 1.5

**Deadline:** 16.2.24 klo 18

**Presentation.** Prepare and make a presentation (10 min presentation, 5 min for answering questions). Presentation dates can be found in the syllabus and more detailed presentation order comes to mycourses soon.

**Course literature that should form your base.**

Boxall, P. & Purcell, J. (2011): *Strategy and Human Resource Management*: Third Edition. Chapters 1-4:

Collings, D.G. & Wood, G. (2009): *Human Resource Management: A Critical Approach*.   
Chapter 3.