PICTON HIGH SCHOOL
Creating Opportunities Achieving Success

YEAR 12 HSC Business Studies

Topic 4 – Human Resources

Due Date: Friday 3rd of August, Period 2 Week 2	Assessment Name: Human Resources task
Mark: /25	Weighting: 25%

SYLLABUS OUTCOMES TO BE ASSESSED:
H2 Evaluates management strategies in response to changes in internal and external influences
H3 Discusses the social and ethical responsibilities of management
H4 Analyses business functions and processes in large and global businesses
H6 Evaluates the effectiveness of management in the performance of businesses
H8 Organises and evaluates information for actual and hypothetical business situations
H9 Communicates business information, issues and concepts in appropriate formats

DIRECTIVES TO BE ASSESSED:
Discuss: Identify issues and provide for and/or against
Evaluate: Make a judgement based on criteria; determine the value of
Outline: Sketch in general terms, indicate the main features

TASK DESCRIPTION:
Your task is to research and write a business report on the following hypothetical business situation below

> FlyEasy Airlines is a low-cost Australian-based domestic airline, founded in 2012, that has been exploring options to expand globally.
>
> In 2015, the business decided to expand their fleet and introduce flights to North America, in addition to existing domestic and Asia-Pacific routes. The rapid growth of the airline's global operations has lead to FlyEasy Airlines establishing additional head offices in a number of countries outside of Australia. There have also been plans to restructure the business, shifting many existing roles currently in Australia to these overseas offices.
>
> FlyEasy Airlines has had a good reputation in managing their local workforce and would like to maintain the same reputation as the business moves to expand its global workforce

You have been employed as a consultant by FlyEasy Airlines to prepare a report to the Board of Directors. In your report you should:
- **Outline** the advantages and disadvantages of outsourcing on the human resource (HR) functioning of a global business
- **Discuss** TWO key influences and their ethical impact on the processes of HR management.
- **Evaluate** TWO strategies in HR management to respond to change and to improve the effectiveness of business performance

Throughout your report, you will need to make reference to the case study example and any other relevant case studies. A maximise word limit for this task is 2000 words.

ASSESSMENT CRITERIA – STUDENT CHECKLIST:
You will be assessed on your ability to:

- Present a coherent and well-structured business style response that clearly communicates using appropriate business terminology and concepts.
- Utilise case studies to address all aspects of the question.
- Answer the questions using the business report format (title page, table of contents, executive summary, introduction and conclusion (this may include headings and subheadings).

MARKING GUIDELINES	
Guideline	**Mark/Grade**
- Demonstrates an outstanding knowledge, uses the information provided effectively and clearly supports response with reference to relevant business case studies. **H8** - Presents a sustained, logical and well-structured business report and clearly communicates using features of a business report and appropriate business terminology and concepts. **H9** - Provides the main features of a range of comprehensive advantages and disadvantages outsourcing on the HR functioning of a global business **H4** - Provides a detailed for and/or against of the key influences and their ethical impact on the processes of human resource management. **H3** - Makes a comprehensive and sophisticated judgement based on detailed criteria about the strategies in HR management to respond to change and to improve the effectiveness of business performance. **H2 H6**	21 - 25
- Demonstrates a high level of knowledge, uses the information provided effectively and makes reference to relevant business case study/studies **H8** - Presents a well-organised business report and uses appropriate business terminology and concepts **H9** - Indicates the main features of some advantages and disadvantages of outsourcing on the HR functioning of a global business **H4** - Provides characteristics and features of key influences and their ethical impact on the processes of human resource management. **H3** - Makes a judgement based on criteria about the strategies in HR management to respond to change and to improve the effectiveness of business performance. **H2 H6**	16 - 20
- Demonstrates a sound knowledge, may make reference to the information provided and may make reference to relevant business case study/studies **H8** - Includes features of a business report and uses some business terminology and concepts **H9** - Indicates some advantages and disadvantages of outsourcing on the HR functioning of a global business **H4** - Sketches in general terms key influences and/or their ethical impact on the processes of human resource management. **H3** - Provides some characteristics and features of the strategies in HR management to respond to change and shows a sound effectiveness of business performance. **H2 H6**	11 - 15
- Demonstrates basic knowledge, may make some reference to the information provided and may make basic reference to relevant business case study/studies **H8** - Includes some features of a business report and uses basic business terminology **H9** - Identifies one or more advantages and disadvantages of outsourcing **H4** - Recognises and names key influences and/or their ethical impact on human resource management. **H3** - Sketches in general terms strategies in relation to strategies in human resources to improve business performance and/or the method for measuring its effectiveness **H2 H6**	6 - 10
- May use a limited business structure **H8** Uses basic business terminology and limited use of the case study **H9 -** May refer to a key influence with limited reference to ethics **H3** - May identify an advantage and/or disadvantage of outsourcing **H4** - May refer to a human resource management strategy or method for measuring its effectiveness **H2 H6**	1 - 5