

Developing yourself as an effective hr practitioner – notes assignment



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Discuss timeline for HRS and how it has evolved to the way it is today. 2)

Generalist - Employee resounding, reward and relation more recently L&D has come in (can break this down further into categories/ specialists. 3) Self-assessment/ own reflections on analysis, eel appraisal. (look up Myers and Briggs) - Honey and Nonfood self- assessment - reflect on this and see what they suggest I work on for Improvement - discuss my own career aspirations and goals and where I am now in my organization. How to set the assignment out; Learning outcome one - assessment 1 criteria 1.

LOL IAC. I Discuss the two core professional areas (map) Global aspect Influence from external - egg. Government How has HRS and L&D responded to changes? Discuss bands- 1 -4 (where am I In these bands? How will I get to band 4? How Is It useful for my development?) Activity 1 . Describe map as a whole/ what its for, summaries core (as below) pick one form outer core (relevant to my role, discuss band lord) and discuss the activities/ knowledge. The core describes the foundation, the ability to have an Insight, to lead people, to look for ways to find solutions.

Next layer - The professional areas are the activities and knowledge. Outer layer - The behaviors are the approach needed to have in order to do the role. Band 1&2 - pick one to talk about- discuss where I am and why? (from the professional areas pick one from the activities point of view and one from the knowledge) Discuss how the Honey and Muffed test works and how they feel I can improve and go up a band. Activity 2. 2. 1 For this one a table is appropriate see below as example; Customer Line manager Guidance Policies Processes Front line adviser Progression Sickness Grievance

Redundancy

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External recruitment candidate Point of call Responding to queries Start dates Induction Feedback (important) Interview dates How would I priorities conflicting needs? How will I deliver service on time why is this Important? Delivering service on budget, dealing with difficult customers, handling and resolving complaints.