

MOD 2: Evidence-Based Practice

This module addresses the significance of capturing robust quantitative and qualitative evidence to inform meaningful insight to influence critical thinking. It focuses on analysing evidence through an ethical lens to improve decision-making and how measuring the impact of people practice is essential in creating value. (5C002)

a. Topics Covered

1. Evidence-based practice and analysis tools and methods. (1.1) (1.2)
2. Critical thinking principles and ethical decision-making. (1.3) (1.4)
3. The importance of decision-making strategies to solve people practice issues. (2.1) (2.2)
4. Decisions and decision-making process. (2.3) (2.4)
5. Measuring the impact and value of people practice. (3.1) (3.2) (3.3) (3.4)

b. Learning Outcomes

- Evaluate the advantages and disadvantages of different types of organisation structures, including the reasons underpinning them. (1.1)
- Analyse connections between organisational strategy, revenue generation, products, services, and customers. (1.2)
- Explain the principles of critical thinking including how you apply these to your own and other's ideas. (1.3)
- Assess how different ethical perspectives can influence decision-making. (1.4)
- Interpret analytical data using appropriate analysis tools and methods. (2.1)
- Review relevant evidence to identify key insights into a people practice issue. (2.2)
- Explain a range of decision-making processes to identify potential solutions to a specific people practice issue. (2.3)
- Provide a rationale for your decision based on evaluation of the benefits, risks, and financial implications of potential solutions. (2.4)

- Appraise different ways organisations measure financial and non-financial performance. (3.1)
- Scrutinise key systems and data used to inform people practice in relation to measures of work and people performance calculations. (3.2)
- Collate key findings for stakeholders from people practice activities and initiatives. (3.3)
- Measure the impact and value of people practice using a variety of methods. (3.4)

c. Assessment

Formative Assessment from 01/06/2022 to 30/06/2023

Task = Written answer (850-words)

Summative Assessment from 01/06/2022 to 30/06/2023

Task One = Report (2900-words)

Task Two = Quantitative & Qualitative analysis review (1000-words)

The final total should be the published total +/-10%

850 +/-10% = 765-935 words

2900 +/-10% = 2610-3190 words

1000 +/-10% = 900-1100 words