Supported preparation: Human resources in context

International Baccalaureate · IB Diploma · Business Management · HL

Scope and prerequisites

IB business management first assessment 2024. Business research project investigates one real organization through a conceptual lens. The toolkit and change, creativity, ethics and sustainability connect units; HL-only topics remain marked.

Mapped preparation outcomes: ib_business_management_hl.2.1, ib_business_management_
Read the matching native lesson first. Actual approved choices, evidence and final learner work remain separate.

Source vocabulary

motivation ; **delegation** .

Explanation and worked method

Structure allocates authority; delegation gives a worker authority for specified decisions while the manager retains responsibility. Motivation depends on the task and workers' circumstances. Communication needs feedback as well as an outgoing instruction.

Original source / task evidence

Task: experienced staff wait for a manager to approve every stock order; new staff make ordering mistakes. Recommend one differentiated response.

Separate what is stated from the interpretation.
Human resources in context

Task: experienced staff wait for a manager to approve every stock order; new staff make ordering mistakes. Recommend one differentiated response.

Delegate routine orders to trained experienced staff within limits and retain supervision/training for new staff. Publish responsibilities and a feedback route; monitor stock-outs and errors. This may improve autonomy and speed without assuming every worker wants the same responsibility. HL can extend the analysis to culture and employee relations; these are not silently added as mandatory SL content.

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Independent transfer

Growth doubles staff and informal orders are missed. Recommend a communication change with a limitation.

Attempt independently before reading the model.

Checked original model

Use clear responsibility, a shared order record and confirmation of receipt so staff can detect omissions. Train users and retain a feedback route. More reporting can slow work, so monitor errors and time rather than assuming formalization always improves performance.

These are authored formative expectations, not official IB descriptors. Accept other justified arguments with evidence and material limits.

Source and task holds

This supplement teaches the method for this part of the course. The full assessment criteria and any texts your school chooses come from your teacher.

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