

High Tunstall College of Science Curriculum Intent

Subject: People

Year: 10

Half Term 6



Topic: People

	Business Studies	Progress		
Topic	Key ideas	R	A	G
People	I can explain the term recruitment and selection			
	I can give examples of internal v external recruitment methods			
	I know how a business can motivate its staff			
	I know how a business can retain its staff			
	I know how to define training and staff development			
	I can analyse different ways digital communications have influenced a business			

Lesson	Learning Focus	Assessment	Key Words
1 2 3 4-5 5-7 8-9 10	Recruitment and selection—the bigger picture The stages of recruitment and selection broken down Job descriptions and person specifications and application forms Internal v external recruitment delivered with their pros and cons Pros and cons of the recruitment methods used by different businesses Pros and cons of different selection methods Summary of recruitment and selection with role play	Knowledge test—recruitment and selection Assessment—job description or person specification? Exam question	Job description, person specification, websites, social media, local newspaper, national newspaper, specialist magazine, job centre, word of mouth, reference, CV, interview, test, group activities, HR needs, recruitment agency, recruitment agency, skills gap, internal and external
11 12—13 14 15-16 17 18	An overview of motivation and what it means and why it is needed...and how retaining staff leads to success Methods of financial motivation their meanings and the pros and cons of them—Pay and Bonus Methods of financial motivation their meanings and the pros and cons of them—Profit sharing and fringe benefits Methods of non-financial methods of motivation and the pros and cons of them—Praise, award schemes and the working environment Summary of motivation and retention Recall of Marketing topics	Knowledge test—Financial motivation Non-financial motivation Exam question	Motivation, retention of workers, turnover of labour, productivity, pay, profit sharing, bonus, fringe benefits, praise, award scheme, working environment
19 20 21—22 23—24 25—26 27—28 29 30	The difference between training and development is made clear at the start Reasons why business' need to train their workers e.g. technical skills, personal skills, H&S, Diversity, Key benefits of training listed and understood e.g. developments, improved productivity, solve skill shortage, better customer service, better retention and motivation Context to different businesses made clear On the job training defined, pros and cons of using it Off the job training defined, pros and cons of using it with examples like lectures, demos, role play, team building, reading materials Induction training defined, pros and cons of a business using it to the employee and employer Key development methods explained e.g. apprenticeships—pros and cons to the employer and employee explained Summary of training Recall of People	Knowledge test—training types Context of different businesses and their use of training methods Exam question	Training, development, on the job training, off the job training, induction training, professional development, apprenticeships, productivity, skills shortage, customer services, motivation, retention