**Unit 8. Recruitment, Selection and Employment**

**Learning Aim A**

**Tracking my progress** P2/ **M1/ D1**

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| **Assignment Criteria** | **Action** |
| I have chosen two different job roles from Sainsbury’s and The Missing Bean**. Hint**: You might want to describe the role of the sales staff and Human Resource manager in both businesses. |  |
| In separate paragraphs, I have described the responsibilities of each job role.  For each job role, I have  Given the job title  Explained the responsibilities or duties of each. |  |
| To complete M1: use the job roles that that you have described in P1. You will need to compare the job roles and responsibilities. |  |
| I have given examples to show how the job roles are the same and how they are different. |  |
| I have explained that the size of the business and type of organisational structure will have an impact on the responsibilities of the jobs. |  |

# Distinction criteria

Analyse the impact of the organisational structure on job roles and functional areas in a selected business, using appropriate examples.

First of all, you will need to explain the difference between the organisational structure of the Sainsbury PLC (Hierarchy) and The Missing Bean (Flat structure).

Then, decide whether you are going to analyse The Missing Bean or Sainsbury.

Does the structure of the organisation improve communication between workers and the functional areas?

Can decisions be made more efficiently?

How does the organisational structure impact the number of job roles on offer? Are employees multi skilled or specialists in their area of work?