

Electronic signature	IP address	Date Time
TWilliam	77.246.50.221	3/11/2026 9:45:00 AM

Questions/Answers

Q 1) I hereby affirm that I have viewed the class "The Strategic Evolution of HR" in its entirety. I have already or will shortly complete 1 to 2 hours of self study, research, reading, reflection and/or application of the concepts/skills presented using the AIU online library or other mediums.

A 1) Yes

Q 2) Provide a short summary of the concepts or topics you learned about today" (minimum 300 characters)

A 2) Traditional Model view HR as a cost center where as currently HR created value through people. On the past HR was more administrative and focused on hiring, payroll, policies, record keeping, being reactive in problem solving, but this time around HR has to be a strategic business partner. HR caters for aligning workforce with business strategy. In new view of HR, there is productive, innovation, retention and engaging, hence, introduction of HR Metrics (data used to measure work force effectiveness. Human capital is also is also key to HR, this, catering for employee skills, knowledge, abilities. Hence the need to make an impact on areas, promote productivity, innovation and profitability. Therefore HR Analytics Evolution should also play a pivotal role and can be summarized in as Descriptive(challenge), Diagnostic(cause/reason Productivity (Outcome) and lastly Prescriptive(Way forward

Q 3) What is the most important concept(s) that you gained for today's Live Class? (minimum 300 characters)

A 3) The change from HR cost centre to HR Value centre reflects a strategic evolution where human resources is no longer viewed merely as an administrative expense, but as a critical driver of business success. Historically , cost centre model focused on reducing overhead, managing payroll and ensuring compliance- tasks such as necessary burdens on the bottom line . In modern value creator' approach HRs mandate expands into several High Impact areas like a strategic business partnership, workforce architecture, knowledge management, culture as a catalyst. Ultimately, this transition means HR moves from service delivery to decision designer, where it's influence on how work is structured makes it commercial value visible indispensable

Q 4) How would you apply what you learn today to improve your life of work? (minimum 300 characters)

A 4) To apply the concept of HR as a strategic business partner on my own life of work, I am be transformed from a task- oriented contributor. This involves thinking like an owner aligning daily actions with company's broader success. Here is how I can apply these practically: ADOPTING Outside In Strategic Thinking-; thus, moving from doing tasks to delivering business value, thereby increasing my professional credibility. Build Business Acumen. Become A Decision Designer with Data-:Strategic HR uses data to move from reactive problem solving to proactive forecasting. Act As A CHange Agent: Strategic partners don't just endure change: they lead it by helping adapt. Cultivate High Impact Relationships strategic partnership is built upon trust and cross-functional collaboration

Q 5) Independent Research: AIU Live Classes are a starting point for further learning beyond the class. Search similar content either online or in the AIU online library and review it then share the name or link here. If its from AIU Library copy the Source or ISSN, [show me how?](#) (can be a video, academic publication, web site. lecture or book) (minimum 10 characters)

A 5) Human a resources(HR) as a Strategic partner. Value Creation and Risk reduction Capacity- ResearchGate