Evidence-based practice (EBP) is a structured organisational decision-making approach grounded in critical thinking, systematic evaluation and the integration of multiple evidence sources, rather than assumptions, habits or personal preferences. It draws upon four core categories of evidence: internal organisational data, expert knowledge, stakeholder insights and relevant academic or industry research. The purpose of EBP is to ensure that decisions are reasonable, defensible and likely to generate positive outcomes (CIPD, 2023).Evidence-based practice (EBP) is an approach that integrates the best available scientific evidence with clinical expertise and patient values to guide decision-making about patient care. This method promotes a rigorous, documented, and evidence-focused approach to patient care, aiming to improve decision-making and patient outcomes. The rational model, bounded rationality model, and groupthink model are three approaches commonly used in decision-making processes.Evidence-based practice (EBP) constitutes a structured methodology wherein practitioners synthesise high-quality research findings, professional expertise, and organisational context to inform decision-making processes (Young, 2024). Within people practice, EBP transforms workforce management from intuition-driven approaches toward data-supported interventions, ensuring that HR strategies address verified needs rather than perceived problems. Benefits of Evidence-Based PracticeEBP means making HR decisions based on multiple sources of evidence-organisational data, professional expertise, stakeholder views, and external research-rather than relying on assumptions or intuition. In your answer, explain the value of EBP, such as improving decision quality, ensuring fairness, reducing risks, and aligning people practice with organisational goals. Also consider limitations, like time required to gather data or challenges in interpreting evidence.

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