

Report: human resource management and case studies

[Business](#)



Written Assessment 1 - Short Report on Case Studies Objective This assessment item relates to course learning outcomes 1 and 4. Structure Follow Report format. See the Course LibGuide for further details.

Your assignment must be written in Times New Roman, size 12, with 1.5 line spacing. You must follow all other formatting rules described in the guide mentioned above. Topic Background " Only human capital can produce a sustainable competitive advantage. And, performance management systems are the key tools that can be used to transform people's talent and motivation into a strategic business advantage. Aguinis (2013) Performance Management Task You are required to carefully review and evaluate 4 Case Studies from your textbook.

These are: Case Study 4-1 " Diagnosing the Causes of Poor Performance" Case Study 4-2 " Differentiating Task from Contextual Performance" Case Study 4-3 " Choosing a Performance Measurement Approach at Paychex, Inc. " Case Study 4-4 " Deliberate Practice Makes Perfect" For each case you are to prepare a 500-700 word response to all of the critical thinking questions presented at the end of each case.

Provide relevant research evidence to justify and support your response in addition to the set text. Instructions: You are expected to read widely for the assignment. You should access scholarly material, including peer reviewed journal articles, chapters from edited books of readings, and books on specific human resource management (HRM) topics (at least 12 additional references required for the entire assignment). A good guide would be to use

at least 3 additional references (ideally these would be journal articles from 2008-2013) for each of the case studies.

The reference lists found in your prescribed textbook, as well as other texts, are good places to start when searching for additional references. Reliance on websites or textbooks only is NOT an appropriate academic literature search and will not help you to achieve higher marks and/or grading. The purpose of this piece of assessment is for you to demonstrate your ability to construct an in-depth and critical analysis discussion on Performance Management topics. In doing so, you are expected to use, and correctly cite, a range of relevant scholarly literature as evidence to justify and support your work.