

# Tanglewood argumentative essay



**ASSIGN  
BUSTER**

Individual Project – Tanglewood Case Study: Each student will write a staffing organization model. This project permits students to apply concepts from the first 6 weeks of class. Although the project is not due until the last week of class, students must submit a 1 page summary of their plan for completing the project at the mid-point of the course. Students are encouraged to begin early to ensure that the project is submitted on time, and you should expect to spend at least 1 hour each week working on the individual project from week 3-8.

A solid, strategic staffing strategy requires making sound decisions about the acquisition, deployment, and retention of employees. The book denotes thirteen decisions (p. 25, Exhibit 1. 7). Students must apply this strategy to complete the Tanglewood Case Study:

- Apply the Staffing Organizations Model
- Distinguish internal and external influences on the staffing process
- Interpret staffing processes with a legal perspective
- Describe how Human Resource Strategy relates to broader organizational strategies
- Execute the process of job analysis
- Identify all aspects of the external and internal recruitment process
- Explain the long-term impact of staffing decisions

Below is the link to the case you will review, it refers to the Tanglewood case that is noted in the textbook. [http://highered.mcgraw-hill.com/sites/0073530271/student\\_view0/tanglewood\\_casebook.html](http://highered.mcgraw-hill.com/sites/0073530271/student_view0/tanglewood_casebook.html)

In this assignment you will be concentrating on staffing quantity and staffing quality strategies for Tanglewood, an imaginary company. To begin the assignment, refer to Exhibit 1. 7 in the textbook.

You will see that the Exhibit indicates a series of strategic staffing decisions: nine pertaining to staffing levels and four pertaining to staffing quality.

<https://assignbuster.com/tanglewood-argumentative-essay/>

Donald Penchiala, the Director of Staffing Services, is interested in your opinions about each of these decisions as each pertains to Tanglewood. Review the textbook material that discusses these thirteen decisions, and the material you have read about Tanglewood. Then consider each of the decisions and briefly indicate which way you think Tanglewood should position itself along the continuum and why. For example, the first decision is to develop or acquire talent.

Indicate whether you think it is best for Tanglewood to focus more on acquiring talent internally or externally, and why? Repeat this process for each of the staffing level and staffing quality dimensions. Use labels (bold) and numbers (1-13) for each section recommendation for the Tanglewood Director of Staffing. Papers must be submitted to the Assignment area of Oncourse by the due date indicated in the Class Schedule. Individual Project Plan Summary Report Submit a 1 page (MS Word) attachment summarizing your choice for the individual project to the assignment area of Oncourse on the date indicated in the class schedule.

Each student must include brief 1-2 paragraphs describing the organizational mission, goals and structure. In addition, include a description of your own role and objectives for completing the analysis. Read/browse the Tanglewood Case pages (TCB-4 through TCB-14) for help with the summary report. Remember that this is just a 1-page submission. Your Individual one page Project Plan Summary Report should include the following: 1. Describe the Organization mission, goals and structure. 2. Summarize the Tanglewood Case or real organization. 3. What is your role and objectives for completing the analysis?