

# Human resource management assignment

[Sociology](#)



**ASSIGN  
BUSTER**

With three first-level managers under your responsibility. In response to a merger that is about to take place with Environment, you have been instructed to draft a memo to your supervisory team about the importance of the behavior exhibited by managers. Resource: Intercalate-Environment Merger Scenario Review the Intercalate-Environment Merger Scenario on your student Web site.

Write a 700- to 1,050-word memo that includes the following information: Explain how a manager's behavior can affect the productivity of his or her workers. Describe the types of management action that align with employment laws and those that do not. Describe best practices for working within a diverse work environment. Note: Be sure to draw from your experiences and readings for each aspect of your memo. PAP format is not required for this memo; however, you must include a title page and a references page.

Week 2: Individual Assignment: Career Development Plan Part I-? Job Analysis and Selection Intercalate has just merged with Environment and, as a result, has taken on a new strategic direction. The company will no longer sell only cleaning products, but will also provide full-service cleaning solutions for organizations in the health care industry. As a medieval sales manager, select new members for your sales team and create a development plan to help your team succeed with the company's new strategy.

Resources: Intercalate-Environment Merger Scenario, Week Two Student Road Map, and Employee profiles Review the Intercalate-Environment

<https://assignbuster.com/human-resource-management-assignment-essay-samples-19/>

Merger Scenario on your student Web site. Read the Week Two-Student Road Map on your student Web site for specific information you must include in the assignment and read the Employee Profiles on your student Web site for information on your potential employees. Write a 1,050- to 1,400- word report that includes the following information: Explain your job analysis information.

Describe your workforce planning system. Identify your selection method, including its advantages and disadvantages. Identify the five to seven employees you chose to represent your team and explain why they were chosen. Include their knowledge, skills, abilities, and what role you think they will play with your new team. Week 3 Individual Assignment: Career Development Plan Part I-? Development of a Training and Mentoring Program Create a training program for the employees selected for your team.

Resources: The Management Behavior and the Career Development Plan Part I-? Job Analysis and Selection assignments Review the Management Behavior assignment, completed Week One, and the Career Development Plan Part I-? Job Analysis and Selection assignment, completed Week Two. Prepare a 1,400- to 1,750- word report explaining the following information: The new training and mentoring needs Objectives of the training and mentoring program Performance standards

Delivery methods Content for training and mentoring Time frame Evaluation methods Feedback Alternate avenues for those who need further development Week 4: Individual Assignment: Career Development Plan Part II-? Performance and Career Management. For this portion of the assignment, <https://assignbuster.com/human-resource-management-assignment-essay-samples-19/>

create a performance and career management program for the employees selected for your team. Resources: The Management Behavior, Career Development Plan part I-? Job Analysis and Selection, and Career Development Plan Part II-? Development of a Training and Mentoring Program assignments Review the Management

Behavior assignment, completed Week One; the Career Development plan Part I-? Job Analysis and Selection assignment, completed Week Two; and the Career Development Plan Part II-? Development of a Training and Mentoring Program assignment, completed Week Three. Create an appraisal form, no more than two pages in length, that you may use to evaluate the performance of each new employee on your team. Prepare a 700- to 1, 050-word report on a career management plan for your new employees. Be sure to include the following information in your report: Explain how feedback is given to each employee.

What opportunities are provided to the employee after the feedback is given? Explain how will you help the employee reach a higher level of performance. Explain if opportunities for advancement, such as promotions or educational opportunities to increase skills, are available. Explain if flexible opportunities are available for dual career parents. Explain your adaptation to your team's diversity in terms of each person's career. How would you handle each member? Assuming your budget is zero, provide a justification of why your report will work. Within your explanation, identify expected benefits and hypes of costs.

Week 5: Individual Assignment: Career Development Plan IV-? Compensation  
Because Internecine is embarking on a new strategic direction, upper management has asked you to suggest a new compensation plan specifically for your team. Propose your ideas and rationale to the human resource department manager for approval. Resources: The Management Behavior, Career Development Plan Part I-? Job Analysis and Selection, Career Development Plan Part II-? Development of a Training and Mentoring Program, and Career Development Plan II-? Performance and Career Management assignments Review the

Management Behavior assignment, completed Week One; the Career Development Plan Part I-? Job Analysis and Selection assignment, completed Week Two; the Career Development Plan part II-? Development of a Training and Mentoring Program assignment, completed Week Three; and the Career Development Plan III-? Performance and Career Management, completed Week Four. Write a 700- to 1, 050 word proposal that includes the following information: Describe a new compensation plan for your employment team. Explain why your pay system will work.

Describe three components of a total rewards package that would motivate employees to reach peak performance. Describe your compensation plan's benefits to the individual as well as to the company. Week 6: Individual Assignment: Career Development Plan Summary Imagine that you have recently been promoted to a medieval management position, and your upper-level manager has revealed that your team will be restructured. Your

team will take on new responsibilities that require the hiring of additional personnel and will require training for new and current employees.

Your manager also wants to consider better methods for appraising the team's performance. Your task is to compose a proposal to be levered to upper management regarding how this restructure will be designed and implemented. You may choose to use your own company, with the approval of your instructor or department, as the context for this assignment.

Alternatively, you may select a position at Judder Fine Foods that would be appropriate for this assignment. The Judder Fine Foods Virtual Organization is located in the materials section of your student Web site.

Resources: The Career Development Plan III-? Performance and Career Management and the Career Development Plan IV-? Compensation assignments. Write a 1, 750- to 2, 100- word proposal explaining the commendations and justifications to upper management for the following: The job descriptions and qualifications for five new positions (including one first-level management position) A training program to introduce and enhance the skills and qualifications of new and current employees Methods for evaluating employee and team performance, including a progressive discipline process.

This section must cover each of the points discussed within the Career Development Plan III-? Performance and Career Management assignment, completed Week Four, and the Career Development Plan IV-? Compensation assignment, completed Week Five. Challenges of the team performance evaluation, including differences between the two appraisal systems.

<https://assignbuster.com/human-resource-management-assignment-essay-samples-19/>

Difficulties of evaluating team performance. Unique needs of a team appraisal system. Am motivations and expectations. Individual equity and how it affects team performance.