

Case study assignment



**ASSIGN
BUSTER**

Please be sure to check with your instructor concerning how the case study is used and what is required of you for this course. The goal of corporate officers is to position their business entities in the marketplace to ensure optimal competitiveness. This goal applies whether the entity produces goods, services, or information, or whether the entity is an international conglomerate or a start-up venture. Management faces special challenges, for example, in the case of mergers. A challenge can be greater when units that span international boundaries merge.

Human resource managers must always be aware of the influences, whether environmental, organizational, or individual, to lead their businesses through challenging times. In the following scenarios, your company has just been subsumed by a large multinational firm, Pompadour, Ltd., a food and beverage industry giant. (Our previous company, Thompson Snack Foods, manufactured and distributed snack foods in the southeast United States. Your product line included organic potato and corn chips, pretzels, and peanuts. You have been asked to stay on as HR manager, and you look forward to working with the new management team.

Your new boss, recently transferred from the firm's offices in Brussels, has called a meeting for Monday morning. Scenario 1. Develop a Powering presentation for your new boss, the stateside director of operations, who has concerns about your firm's ability to comply with federal HR regulations. In your presentation, identify the HR unit's policies and procedures for keeping abreast of changes in HR laws. Describe in detail your sources for tracking the status of pending legislation as well as the provisions for complying with recently enacted laws.

Your sources might include Web sites, HER-related organization memberships, magazines, and listserv. 2. Your boss has also requested information about the latest government regulations on sexual harassment. Conduct Web search and then prepare a two-or-three-page memorandum for your boss outlining the procedures you recommend the firm adopt to reduce potential liability f charged with sexual harassment. 3. Your new boss has made it clear he wants the firm to comply with U. S. Regulations. In addition, he wants to inform the firm’s staff that a zero tolerance policy for harassment of any sort is in effect.

Develop a Powering presentation for use at a sexual harassment training seminar at your firm. Begin by defining harassment. Session attendees would include American and International employees. 4. On October 17, 2000, an immigration law titled the American Competitiveness in the Twenty-First Century Act was enacted. The high- tech industry heavily supported the provision that allowed H-1 B employees to start Nor immediately. Research this law and develop a three-page position paper identifying the issues most important to your firm.

Why was the high-tech industry so heavily invested in the bill’s passage? Be sure to discuss thoroughly the pros and cons of the bill. 5. Develop a white paper defining the issues you believe most radical for HER managers to address. Then develop a training plan for a midsized manufacturing corporation (50001 , OHO employees). For this exercise, simply list the courses by topic that you would include. As a tallow-on exercise in subsequent modules, you will be asked to develop a full-blown training program plan for the firm.

Project Descriptions Case Study/White Paper (10 percent) This assignment is adapted from the module 2 case. Be sure to read the module 2 case study scenario found in the Course Content area of our classroom carefully, then begin to develop your white paper ideas. Your white paper should identify major American employment-related laws and regulations and include a clear and comprehensive interpretation of these laws as they apply to Pompadour, Inc. Your paper should be three to five pages in length and include citations and references in PAP format. Your new boss has made it clear she wants the firm to comply with U. S. Employment regulations. In addition, she wants to inform the firm’s staff that a zero- tolerance policy for harassment of any sort is in effect. Develop a three to five page Unite paper defining the important harassment and employment-related laws and isolations in place and outlining the points you want to include as you develop and publish your firm’s harassment policy. (Research topics might include but are not limited to: harassment, wage and salary legislation, employment laws, and OSHA regulations. And please remember! Your firm has both American and international employees so you will want to include a discussion of policy implications for your company’s global workplace. ”

Develop a three- to five-page white (position) paper defining the important harassment and employment-related laws and regulations, and outline the relevant application points. Some of the topics might include, but are not limited to, sexual harassment, wage and salary legislation, recruitment, interviewing, affirmative action, equal employment opportunity, and DAD.

|| Mechanics | 2: Excellent communication; follows PAP style. The paper includes no mistakes in grammar or | 1. 5: Good communication. The paper

may contain a few mistakes punctuation. In PAP formatting, grammar, or spelling, but these do not hinder understanding of the paper. | 1: There are some mistakes in communication, PAP style, or grammar that make portions of the paper confusing. | O: The paper is difficult to understand lee to many mistakes in spelling, grammar, or PAP tormenting.