

ASSIGNMENT INFORMATION

Due Date

Monday, August 17, 2020

9:00 AM

Points Possible

280

[View Rubric](#)

Assignment 1: Staffing Plan for a Growing Business

Due Week 6 and worth 280 points

Please choose from one (1) of the scenarios below. Note: The scenario that you choose in this assignment will be the one you continue to use for Assignment 2.

Scenario 1

You are a Human Resources Manager of an expanding technology company consisting of 170 employees that develops and distributes small electronic devices. Over the past two (2) years, a research group formed, designed, and built prototypes of small remote surveillance cameras used for security. Recently, your company won a contract to build and provide these remote surveillance cameras to various government agencies. The contract will begin with your company supplying these cameras to agencies within your home state. If all orders are fulfilled sufficiently, the contract will be expanded to supplying agencies outside of your home state.

For the immediate future, you will need to secure a larger facility and hire more staff to sustain the first part of the contract. This staff will consist of ten (10) Assembly Technicians, one (1) Certified Quality Control Engineer, one (1) Contract Administrator, and one (1) Office Support Paraprofessional. Meanwhile, there is a contract clause requiring that you provide a staffing plan in order to ensure future product deliveries and sustain the possible future growth.

Scenario 2

You are a former certified education administrator who departed your former position to become the owner of a small, in-home day care consisting of you and a part-time assistant where you care for children from age three (3) to age ten (10). Over the course of time, your demographic population has increased due to significant business growth that has resulted in many families relocating to your area. With more businesses projected to move to the area and the building of new housing developments, it is projected that this growth could be long term.

You have decided that this is a good opportunity to expand your day care business as you have received many inquiries for childcare. In order to comply with your home state regulations, you will require a larger facility and will need to hire additional staff in order to sustain the larger demand for day care. This staff will consist of five (5) Certified Day Care Professionals, one (1) Registered Nurse Professional, five (5) After-School Assistants, and one (1) Office Support Paraprofessional. You have secured approval for a bank loan and qualify for future loans for future expansion if your current endeavor is successful. Meanwhile, the state in which you operate has requested that you provide a staffing plan before it will issue licensure for your expanded capacity.

Note: You may create and / or make all necessary assumptions needed for the completion of these assignments.

Select one (1) of the scenarios and write a four to five (4-5) page paper in which you:

1. Identify two (2) types of staffing models that could apply to your chosen scenario and determine which model would be best suited for efficiency, productivity, and possible future growth. Examine the significant effect of each identified staffing model on processes that may be occurring within the organization (e.g., outsourcing, contingent workers, consulting firms, etc.).

2. Predict the major potential legal issues that you may encounter when establishing equal

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predict the frequency with which you would need to review and adjust these job descriptions as your company progresses. Provide a rationale for your response.

4. Describe three (3) methods to deal with high employee turnover and the availability of employees with required knowledge, skills, or abilities. Next, describe the primary manner in which the described succession-planning methods would be beneficial to your company. Justify your response.
5. Go to <https://research.strayer.edu> to locate at least three (3) quality resources in this assignment. Note: Wikipedia and similar websites do not qualify as quality resources.
6. Format your assignment according to the following formatting requirements:
 - Typed, double spaced, using Times New Roman font (size 12), with one-inch margins on all sides.
 - Include a cover page containing the title of the assignment, the student's name, the professor's name, the course title, and the date. The cover page is not included in the required page length.
 - Include a reference page. Citations and references must follow the Strayer Writing Standards. The reference page is not included in the required page length.
 - This course requires the use of Strayer Writing Standards (SWS). The format is different than other Strayer University courses. Please take a moment to review the [SWS documentation](#) for details.

The specific course learning outcomes associated with this assignment are:

- Explain the role of staffing to support an organization's strategy and improve productivity.
- Develop a model for staffing an organization that supports the firm's human resources management strategy and sustains productive operations.
- Summarize the key legal compliance issues associated with staffing organizations.
- Explain the planning considerations for staffing organizations, the use of job analysis, and the components of a staffing plan.
- Use technology and information resources to research issues in staffing organizations.
- Write clearly and concisely about staffing organizations using proper writing mechanics.

[Click here to view the grading rubric.](#)

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