

Assignment Overview

Over the course of the next several weeks, you will go through the different phases of implementing an HRIS for the hypothetical company, Gladwell Grocery Stores. Read the case scenario details for Gladwell Grocery Stores below, and refer back to the information for each phase of the implementation. The HRIS implementation is separated into the four (4) phases described in the table below.

Gladwell Grocery Stores Case Scenario

Gladwell Grocery Stores has ten (10) stores in upstate New York. They have approximately 400 – 440 employees. Most of the employees are part time, with approximately 45% of them full time. The operations manager, Tom Bell, also acts as the HR manager and travels to each location each week to take care of recruiting, scheduling, hiring, and answering questions for the employees as needed. He also takes care of payroll using Excel spreadsheets and has computer software to print payroll checks.

Mr. Bell approaches you, an independent HR consultant and owner of your own consulting firm, for a proposal. He would like to greatly reduce his travel to each location each week, due to the increase in gasoline costs. He is curious to know if there is anything you can suggest in helping him complete his HR tasks more efficiently and in a cost-effective manner. He hopes there is some way he can do part of his HR tasks from his office instead of traveling to each location every week.

Week Due	Assignment	Points
3	Assignment 1: Phase I – Business Assessment Read the details of the Gladwell Grocery Stores case scenario. In this assignment, you will provide Mr. Bell with an assessment of the current business based on the details of the scenario. You will describe the company in terms of size, industry, type of business, number of stores, etc., and explain to Mr. Bell why you think Gladwell Grocery Stores can benefit from an HRIS.	120
5	Assignment 2: Phase II – Selecting an HRIS Application Now that you assessed the business, identified some of the inefficient HR related processes plaguing Gladwell Grocery Stores, and pinpointed a few possible solutions, it is time to choose an HRIS application that will suit the business. In this assignment, you will consider the HR function you chose in Phase I, and recommend the type of HRIS that you believe would be the most efficient for addressing this function.	220
8	Assignment 3: Phase III – Project Management Roadmap With the justification of an HRIS solidified, you need to show your client how you will implement the HRIS by providing a project management roadmap, explaining the costs associated with implementation, and discussing metrics that you will use to measure the success of the HR function.	240
10	Assignment 4: Phase IV – Plan Summary At this stage, you have a solid understanding of the problem the company is facing and you have provided a solution for your client. Now, you want Gladwell Grocery Stores to accept your project plan. Mr. Bell likes your idea and would like you to present your project plan to the executive board. Use the feedback from your instructor on previous assignments, the textbook, and any other resources provided in the course and create a professional project plan that you will be presenting to the executive board of Gladwell Grocery Store.	280

Theories from your readings and activities should be included in each phase of the project to validate the decisions you make. All work should be properly cited and in APA format.

Assignment 1: Phase I – Business Assessment

Due Week 3 and worth 120 points

Read the details of the Gladwell Grocery Stores case scenario. In this assignment, you will provide Mr. Bell with an assessment of the current business based on the details of the scenario. You will describe the company in terms of size, industry, type of business, number of stores, etc., and explain to Mr. Bell why you think Gladwell Grocery Stores can benefit from an HRIS.

Assume your role as an HR consultant, and prepare a business assessment that addresses the following criteria.

Write a two to three (2-3) page paper in which you:

Introduction

1. Assess the current situation for the company, focusing on the issues that the HR manager is currently facing from not having an HRIS in place.

Business Assessment

2. Develop a business assessment for the company, focusing on managing employees from an HR perspective in a grocery store environment and retail industry.

Identifiable Issues

3. Create a list of the key HR functions that you believe will be beneficial to the organization. From the list, choose one (1) HR function that will be the focus of your business proposal moving forward. Explain the main reasons why you chose that HR function and validate your reasoning with research and theory.

Conclusion

4. Explain two to three (2-3) reasons why the company would benefit from adopting an HRIS. Focus on how the HRIS would address the HR function you identified in your business assessment.
5. Use at least (2) quality academic resources in this assignment. **Note:** Wikipedia and similar Websites do not qualify as academic resources.
6. Format your assignment according to the following formatting requirements:
 - a. Typed, double spaced, using Times New Roman font (size 12), with one-inch margins on all sides.
 - b. Include a cover page containing the title of the assignment, your name, your professor's name, the course title, and the date. The cover page is not included in the required page length.
 - c. Include a reference page. Citations and references must follow APA format. The reference page is not included in the required page length.

The specific course learning outcomes associated with this assignment are:

- Analyze the strategy of the organization, the HR strategy, and HR programs with HRIS.
- Analyze key elements of the design in database HR relationships and evaluate system considerations in the design.
- Use technology and information resources to research issues in human resource information systems.
- Write clearly and concisely about human resource information systems using proper writing mechanics.

Grading for this assignment will be based on answer quality, logic/organization of the paper, and language and writing skills, using the following rubric.

Points: 120		Assignment 1: Phase I – Business Assessment			
Criteria	Unacceptable Below 70% F	Fair 70-79% C	Proficient 80-89% B	Exemplary 90-100% A	
1. Assess the current situation for the company, focusing on the issues that the HR Manager is currently facing from not having an HRIS in place. Weight: 20%	Did not submit or incompletely assessed the current situation for the company, and did not submit or incompletely focused on the issues that the HR Manager is currently facing from not having an HRIS in place.	Partially assessed the current situation for the company, and partially focused on the issues that the HR Manager is currently facing from not having an HRIS in place.	Satisfactorily assessed the current situation for the company, and satisfactorily focused on the issues that the HR Manager is currently facing from not having an HRIS in place.	Thoroughly assessed the current situation for the company, and thoroughly focused on the issues that the HR Manager is currently facing from not having an HRIS in place.	
2. Develop a business assessment for the company, focusing on managing employees from an HR perspective in a grocery store environment and retail industry. Weight: 20%	Did not submit or incompletely developed a business assessment for the company, and did not submit or incompletely focused on managing employees from an HR perspective in a grocery store environment and retail industry.	Partially developed a business assessment for the company, and partially focused on managing employees from an HR perspective in a grocery store environment and retail industry.	Satisfactorily developed a business assessment for the company, and satisfactorily focused on managing employees from an HR perspective in a grocery store environment and retail industry.	Thoroughly developed a business assessment for the company, and thoroughly focused on managing employees from an HR perspective in a grocery store environment and retail industry.	
3. Create a list of the key HR functions that you believe will be beneficial to the organization. From the list, choose one (1) HR function that will be the focus of your business proposal moving forward. Explain the main reasons why you chose that HR function and validate your reasoning with research and theory. Weight: 25%	Did not submit or incompletely created a list of the key HR functions that you believe will be beneficial to the organization. Did not submit or incompletely chose one (1) HR function that will be the focus of your business proposal moving forward. Did not submit or incompletely explained the main reasons why you chose that HR function and did not submit or incompletely validated your reasoning with research and theory.	Partially created a list of the key HR functions that you believe will be beneficial to the organization. Partially chose one (1) HR function that will be the focus of your business proposal moving forward. Partially explained the main reasons why you chose that HR function and partially validated your reasoning with research and theory.	Satisfactorily created a list of the key HR functions that you believe will be beneficial to the organization. Satisfactorily chose one (1) HR function that will be the focus of your business proposal moving forward. Satisfactorily explained the main reasons why you chose that HR function and satisfactorily validated your reasoning with research and theory.	Thoroughly created a list of the key HR functions that you believe will be beneficial to the organization. Thoroughly chose one (1) HR function that will be the focus of your business proposal moving forward. Thoroughly explained the main reasons why you chose that HR function and thoroughly validated your reasoning with research and theory.	
4. Explain two to three (2-3) reasons why the company would benefit from adopting an HRIS. Focus on how the HRIS would address the HR function you identified in your business assessment. Weight: 20%	Did not submit or incompletely explained two to three (2-3) reasons why the company would benefit from adopting an HRIS. Did not submit or incompletely focused on how the HRIS would address the HR function you identified in your business assessment.	Partially explained two to three (2-3) reasons why the company would benefit from adopting an HRIS. Partially focused on how the HRIS would address the HR function you identified in your business assessment.	Satisfactorily explained two to three (2-3) reasons why the company would benefit from adopting an HRIS. Satisfactorily focused on how the HRIS would address the HR function you identified in your business assessment.	Thoroughly explained two to three (2-3) reasons why the company would benefit from adopting an HRIS. Thoroughly focused on how the HRIS would address the HR function you identified in your business assessment.	
5. 2 references Weight: 5%	No references provided.	Does not meet the required number of references; some or all references poor quality choices.	Meets number of required references; all references high quality choices.	Exceeds number of required references; all references high quality choices.	
6. Clarity, writing mechanics, and formatting requirements Weight: 10%	More than 6 errors present	5-6 errors present	3-4 errors present	0-2 errors present	