

Instructions

Your previous contributions addressing a variety of important topics outlined in all previous assignments for this course are deemed essential in supporting the business' overall organizational structure and competitive advantage strategy. It is now time to consider developing your own HR department team to ensure they have the requisite skills and competencies necessary to perform at high levels over time. Effective and motivated HR business partners (HRBP) will be the key to translating HR and business strategy into action. The Society for Human Resource Management (SHRM) Body of Competency and Knowledge (BoCK) can be an invaluable resource to help develop and certify HR professionals. You must now explain to the management team the components of this model and how it can be leveraged to achieve operational success for the HR department. A one-hour meeting has been scheduled, and the CEO will be in attendance.

Create a 20-slide minimum PowerPoint presentation with your script or discussion or commentary in the Notes section of each slide, in which you do the following:

1. Include cover, presentation agenda, conclusion, and reference list slides, all of which may count toward total slide count.
2. Provide a slide with an overview on the importance of having a highly-developed staff of HR business partners. Be clear with your position.
 - Example: The Evolution of the HR Business Partner Role.
3. Provide 1–4 slides introducing the SHRM BoCK model and its components. Be sure to highlight each of the areas of the model. **Note:** It is highly recommended to insert an image of the actual SHRM BoCK model into the presentation.
4. Include in the remaining slides the following required presentation information:
 - Provide a minimum of three to four bullet points (more if needed) of information or discussion describing the specifics on the SHRM BoCK's "Behavioral Competencies."
 - Provide a minimum of three to four bullet points (more if needed) of information or discussion describing the specifics on the SHRM BoCK's "HR Expertise: Domains 1 & 2."
 - Provide a minimum of three to four bullet points (more if needed) of information or discussion describing the specifics on the SHRM BoCK's "HR Expertise: Domains 3 & 4."

- Provide a minimum of three to four bullet points (more if needed) of information or discussion describing specifics on certifying your HRBPs.

- **Note:** Good PowerPoints have very few words on the slides themselves—almost all of the information you need to include should be in the Notes.

5. Use at least four quality academic resources in this assignment. **Note:** You may only use the resources listed in the Course Guide and those that are specifically provided by the professor.

6. Your assignment must follow these formatting requirements:

- Have headings for each section with all bulleted information aligned properly and using the same font and size. Images may be used but must be professional and relevant to the topic.
- The source or sources of all images must be credited with both citation and reference. Check with your professor for any additional instructions.
- Include citations and references for all information received from other sources.
- All bullet point information in the Notes sections must be descriptive and have a minimum of 3–4 full sentences.

This course requires the use of Strayer Writing Standards. For assistance and information, please refer to the Strayer Writing Standards link in the left-hand menu of your course. Check with your professor for any additional instructions.

The specific course outcome associated with this assignment is:

- Convince stakeholders of the value of using the SHRM BoCK model to develop effective and motivated HR business partners.

Scoring Guide

Include cover, presentation agenda, conclusion, and reference list slides, all of which may count toward total slide count. 10 %

Unacceptable (Below 70%)	Needs Improvement (70-79%)	Competent (80-89%)	Exemplary (90-100%)
Did not submit or incompletely included cover, presentation agenda, conclusion, and reference list slides, all of which may count toward total slide count.	Partially included cover, presentation agenda, conclusion, and reference list slides, all of which may count toward total slide count.	Satisfactorily included cover, presentation agenda, conclusion, and reference list slides, all of which may count toward total slide count.	Thoroughly included cover, presentation agenda, conclusion, and reference list slides, all of which may count toward total slide count.

Provide a slide with an overview on the importance of having a highly-developed staff of HR business partners. Be clear with your position. 15 %

Unacceptable (Below 70%)	Needs Improvement (70-79%)	Competent (80-89%)	Exemplary (90-100%)
Did not submit or incompletely provided a slide with an overview on the importance of having a highly-developed staff of HR business partners and was not clear with their position.	Partially provided a slide with an overview on the importance of having a highly-developed staff of HR business partners and was partially clear with their position.	Satisfactorily provided a slide with an overview on the importance of having a highly-developed staff of HR business partners and was satisfactorily clear with their position.	Thoroughly provided a slide with an overview on the importance of having a highly-developed staff of HR business partners and was thoroughly clear with their position.

Provide 1–4 slides introducing the SHRM BoCK model and its components. Be sure to highlight each of the areas of the model. Note: It is highly recommended to insert an image of the actual SHRM BoCK model into the presentation. 20 %

Unacceptable (Below 70%)	Needs Improvement (70-79%)	Competent (80-89%)	Exemplary (90-100%)
Did not submit or incompletely provided 1–4 slides introducing the SHRM BoCK model and its components. Did not highlight each of the areas of the model or follow recommendation to insert an image of the actual SHRM BoCK model into the presentation.	Partially provided 1–4 slides introducing the SHRM BoCK model and its components. Partially highlighted each of the areas of the model and followed recommendation to insert an image of the actual SHRM BoCK model into the presentation.	Satisfactorily provided 1–4 slides introducing the SHRM BoCK model and its components. Satisfactorily highlighted each of the areas of the model and followed recommendation to insert an image of the actual SHRM BoCK model into the presentation.	Thoroughly provided 1–4 slides introducing the SHRM BoCK model and its components. Thoroughly highlighted each of the areas of the model and followed recommendation to insert an image of the actual SHRM BoCK model into the presentation.

Include in the remaining slides all required presentation information (see bullet information with required information in assignment requirements). 30 %

Unacceptable (Below 70%)	Needs Improvement (70-79%)	Competent (80-89%)	Exemplary (90-100%)
Did not submit or incompletely included in the remaining slides all required presentation information (see bullet information with required information in assignment requirements).	Partially included in the remaining slides all required presentation information (see bullet information with required information in assignment requirements).	Satisfactorily included in the remaining slides all required presentation information (see bullet information with required information in assignment requirements).	Thoroughly included in the remaining slides all required presentation information (see bullet information with required information in assignment requirements).

Four references. 5 %

Unacceptable (Below 70%)	Needs Improvement (70-79%)	Competent (80-89%)	Exemplary (90-100%)
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.

Writing mechanics, grammar, and formatting. 5 %

Unacceptable (Below 70%)	Needs Improvement (70-79%)	Competent (80-89%)	Exemplary (90-100%)
Serious and persistent errors in grammar, spelling, punctuation, or formatting.	Partially free of errors in grammar, spelling, punctuation, or formatting.	Mostly free of errors in grammar, spelling, punctuation, or formatting.	Error free or almost error free grammar, spelling, punctuation, or formatting.

Appropriate use of Strayer Writing Standards for in-text citations and references. 5 %

Unacceptable (Below 70%)	Needs Improvement (70-79%)	Competent (80-89%)	Exemplary (90-100%)
Lack of in-text citations and/or lack of reference section.	In-text citations and references are provided, but they are only partially formatted correctly.	Most in-text citations and references are provided, and they are generally formatted correctly.	In-text citations and references are error free or almost error free and consistently formatted correctly.

Information literacy / integration of sources. 5 %

Unacceptable (Below 70%)	Needs Improvement (70-79%)	Competent (80-89%)	Exemplary (90-100%)
Serious errors in the integration of sources, such as intentional or accidental plagiarism or failure to use in-text citations.	Sources are partially integrated using effective techniques of quoting, paraphrasing, and summarizing.	Sources are mostly integrated using effective techniques of quoting, paraphrasing, and summarizing.	Sources are consistently integrated using effective techniques of quoting, paraphrasing, and summarizing.

Clarity and coherence of writing. 5 %

Unacceptable (Below 70%)	Needs Improvement (70-79%)	Competent (80-89%)	Exemplary (90-100%)
Information is confusing to the reader and fails to include reasons and evidence that logically support ideas.	Information is partially clear with minimal reasons and evidence that logically support ideas.	Information is mostly clear and generally supported with reasons and evidence that logically support ideas.	Information is provided in a clear, coherent, and consistent manner with reasons and evidence that logically support ideas.

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Course Info

HRM599: Human Resource Management Capstone



WELCOME

Welcome to the HRM599 Human Resource Management Capstone course. This course integrates the concepts presented in the Master of Science in Human Resource Management program. You will be required to synthesize and apply the knowledge, competencies, and skills acquired throughout the program by evaluating cases and situations. You will develop strategic solutions to human resource management challenges that align with organizational goals.

COURSE INFORMATION

Course Guide:

- [Download the Course Guide \(.pdf\)](#) - It is important that you read this document several times to obtain a strong understanding of this course.

INFORMATION AND POLICIES

Important Academic Policies and Information

To be a successful student at Strayer University it is important to understand key policies and information related to attendance, academic integrity, and our late policy. Take time to review this information as well as the Student Handbook and University Catalog.

Be sure to ask your faculty member or campus dean should you need any clarification.

Attendance

[Attendance Policy - General](#)

[Attendance - Veterans Educational Benefits Eligibility](#)

[Late Assignment Policy](#)

Academic Integrity

[Academic Integrity Message](#)

Quick Links

[Student Handbook](#)

[University Catalog](#)

Grammarly

Instructions to activate your no-cost premium account are [here](#).

Please note that, from time to time, the University may adopt new policies/ change existing policies. The University will disseminate any new or revised policies, which must also be complied with by students of the University.

ECHAPTERS

Please click on [this link](#) to access eChapters 1, 2, and 3 for this course.

COURSE RESOURCES

Required Resources

Robert Lussier. 2019. *Human Resource Management: Functions, Applications, and Skill Development* (3rd ed.). SAGE Publications, Inc.

Gregg Learning. May 9, 2016. [Human Resource Strategy and Planning](#). <https://www.youtube.com/watch?v=rbvC-zhWTXo&feature=youtu.be>

Integrity HR. April 18, 2018. [5 Steps To Developing A Strategic HR Plan](#). <https://integrityhr.com/hrblog/strategic-hr-plan/>

Management Study Guide. No date. [Job Design - Meaning, Steps and its Benefits](#). <https://www.managementstudyguide.com/job-design.htm>

Business Wales/Busnes Cymru. Mar 17, 2015. [The Recruitment Process](#). <https://www.youtube.com/watch?v=OJNcYZvToGY&feature=youtu.be>

Umar Farooq. September 26, 2015. [Recruitment and Selection Process in HRM](#). <http://www.businessstudynotes.com/hrm/human-resource-management/recruitment-and-selection-process-in-hrm/>

PSI Testing Excellence. July 3, 2012. [5 Tips for Designing An Effective Employee Selection System](#). <https://blog.psionline.com/talent/bid/147051/5-Tips-for-Designing-an-Effective-Employee-Selection-System>

Gregg Learning. June 20, 2016. [Lesson 2: Identify Training Needs](#). <https://www.youtube.com/watch?v=Y14R-brmFqA&feature=youtu.be>

Carter McNamara. No date. [How to Design Your Personal and Professional Development Program](#). <https://managementhelp.org/training/systematic/guidelines-to-design-training.htm>

- HRinAsia. November 30, 2015. 6 Key Qualities Transforming HR as a Strategic Business Partner. <https://www.hrinasia.com/leadership-2/6-key-qualities-transforming-hr-as-a-strategic-business-partner/>
- SHRM. April 20, 2017. 5 Reasons to Seek SHRM Certification. <https://www.youtube.com/watch?v=WxSoJlanq1Q&feature=youtu.be>
- Serhart Kurt. December 16, 2018. ADDIE Model: Instructional Design. <https://educationaltechnology.net/the-addie-model-instructional-design/>
- SHRM. May 11, 2016. SHRM Certification Testimonial - Robert Eugene Brabo II, SHRM-SCP. <https://www.youtube.com/watch?v=uDVHBQXJB-8&feature=youtu.be>
- SHRM. July 26, 2018. Why Choose SHRM-CP/SHRM-SCP Certification? <https://www.youtube.com/watch?v=IO8YM0N4RUU&feature=youtu.be>
- SHRM. November 28, 2016. Who is Eligible for SHRM Certification? <https://www.youtube.com/watch?v=rgTBZrSppfE&feature=youtu.be>
- SHRM. No Date. Eligibility Criteria. <https://www.shrm.org/certification/apply/eligibility-criteria/Pages/default.aspx>
- USBank. January, 2019. Benefits At A Glance. <http://www.usbankhr.com/hr/docs/benefits/benefits-at-a-glance-next.pdf>
- University of Wisconsin Madison, 2020. New Employee Benefits Summary. <https://hr.wisc.edu/docs/new-employee-benefits-summary.pdf>
- SHRM. No date. Body of Competency and Knowledge <https://www.shrm.org/certification/about/body-of-competency-and-knowledge/Pages/default.aspx>
- GMASHRM. No date. The SHRM Body of Competency and Knowledge. <http://www.gmashrm.org/proxy/files/Certification/SHRM%20BoCK.pdf>
- Ассоциация HRFORUM. May 27, 2018. The Value of SHRM Certification to Your Employer. <https://www.youtube.com/watch?v=aD5pJm3EiGs&feature=youtu.be>
- Scott Madden Management Consultants. 2012. The Evolution of the HR Business Partner Role. <https://www.scottmadden.com/wp-content/uploads/userFiles/misc/8d0d88c7547b6e2b8f6f6fcb6a9d6b3.pdf>

ASK THE PROFESSOR

Welcome to the Question Area! Your instructor will respond to your postings as quickly as possible (in 24 - 48 hours). Click on the Ask the Professor link above if you:

- Have course-related questions (try this before email).
- Want to benefit from responses to questions.
- Have comments or concerns about the class.

Questions of a private nature (e.g. your grades) should be asked by contacting your instructor directly via email or phone call.

TECHNICAL AND ACADEMIC SUPPORT INFORMATION

Technical Support:

For student technical support, please use one of the following options:



Desk representative.

- Visit the iCampus Technical Support page at <https://icampus.strayer.edu/technical-support>

Course Help Videos:

Click [here](#) to view videos on how to navigate and use Blackboard.

Submitting a Clickable Rubric Assignment

Click [here](#) to view a short video which will cover:

- Viewing an assignment's directions and criteria.
- Viewing an assignment's grading rubric.
- Submitting your assignment.

ADDITIONAL RESOURCES

Instructional Materials Updates will be placed here by the Curriculum Design and Development Team if necessary.



Title of Assignment

Student Name

Class Name and Number

Professor Name

Month Date Year

Title of Assignment

Start the first paragraph here. This is the second sentence. This is the third sentence. This is the fourth sentence. This is the fifth sentence.

Start the second paragraph here. This is the second sentence. This is the third sentence. This is the fourth sentence. This is the fifth sentence.

Start the third paragraph here. This is the second sentence. This is the third sentence. This is the fourth sentence. This is the fifth sentence.

Start the fourth paragraph here. This is the second sentence. This is the third sentence. This is the fourth sentence. This is the fifth sentence.

Start the fifth paragraph here. This is the second sentence. This is the third sentence. This is the fourth sentence. This is the fifth sentence.

Sources

1. Enter the first source entry here.
2. Enter the second source entry here.
3. Enter the third source entry here.
4. Enter the fourth source entry here.

SWS Sample Paper: The Aerospace Industry

Maria Young

SWS100

Professor Smith

July 31, 2020

The Aerospace Industry

The aerospace industry plays a critical role in the economy as it is a major mode of transportation for professional and personal travel. There are many airline companies, and the seven largest U.S. airlines, according to Business Insider, include Delta, Southwest, American, United, Alaska, JetBlue, and Spirit (1). Although airline travel is an efficient way for individuals to connect, with advances in technology there is some decline in travel for business purposes. This paper will discuss the airline industry and specifically discuss their goods and services, a few economic factors that relate to this industry, and highlight a trend related to the future of this industry.

Goods and Services

The airline industry provides a service in that it enables passengers to travel using different types of planes and routes, based on different airlines. More airlines are also starting to sell additional goods and services such as credit cards with airline miles, with the goal that this will create loyalty to travel with a specific airline company. With respect to the service provided by airlines, individuals will also see differences in price values based on their travel preferences, such as the time of day, location of travel, type of aircraft, seating preferences (first class versus economy), number of stops, and how early or late the flight was booked. There are also additional factors that would impact the goods and services provided within this industry because travel can be either domestic or international, and longer flights often provide more services and amenities.

Economic Concepts

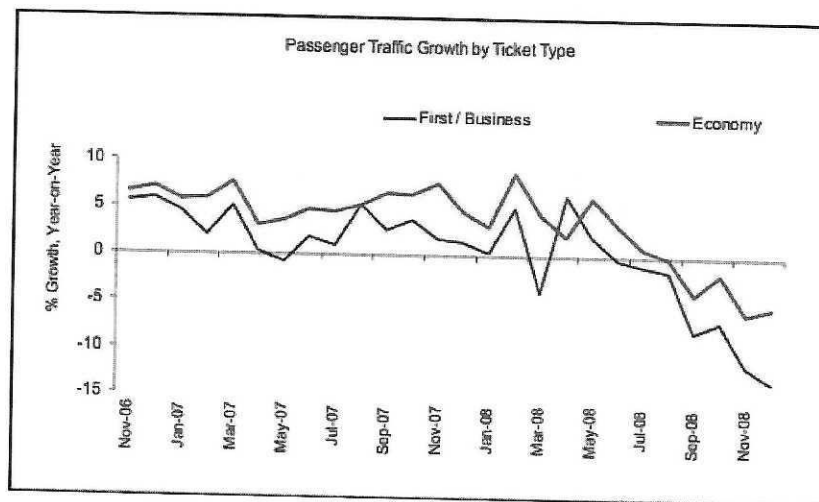
There are many economic concepts that relate to the airline industry, but this brief will focus on the Law of Supply and Law of Demand. The Law of Supply would imply that

airlines have the goal of maximizing their profit by having more flights running and charging a more expensive price. Also, these airline companies would not want to send empty flights, so they would also try to find flight times that might maximize their number of passengers per flight. The Law of Demand would imply that customers will travel more if prices decline and are more affordable.

There are often last-minute sales from the airline companies that are posted online with the goal of encouraging more individuals to travel, since the price was reduced. Although airlines will not receive full price on this individual's ticket purchase, it will still help them to reach their flight capacity. Another important economic concept that stems from these ideas of supply and demand is competition. As prices and travel options fluctuate, individuals may look at different travel alternatives or different airlines to reduce costs, leading airline companies to evaluate their prices daily in comparison with competitor's rates.

Economic Trend

Currently, there are over "42,000 flights and 2.5 million passengers" (Federal Aviation Administration, 2). However, one notable trend over the past decade is an overall decrease in business travel, as seen in the visual below from Snyder (3):



In conclusion, as technology continues to advance, it will be interesting to see what happens in the future, especially as both first (or business) and economy class travel are on the decline.

Sources

1. Business Insider. 2016. These Are the 7 Biggest US Airlines.
<http://www.businessinsider.com/these-are-the-7-biggest-airlines-2016-4#1-delta-7>
2. Federal Aviation Administration. 2017. Air Traffic by the Numbers.
https://www.faa.gov/air_traffic/by_the_numbers/
3. Brett Snyder. 2009. December Premium Air Traffic Down More Than 13 Percent.
<https://www.cbsnews.com/news/december-premium-air-traffic-down-more-than-13-percent/>

NOTE: For the example, Harvey is the first source used in the assignment.

➡ How It Will Look in Your Source List

1. Michael Harvey. 2013. The Nuts & Bolts of College Writing. p. 1. <http://libdatab.strayer.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=590706&site=eds-live&scope=site>

➡ Sample Source List

Sources

1. Michael Harvey. 2013. The Nuts & Bolts of College Writing. p. 1. <http://libdatab.strayer.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=590706&site=eds-live&scope=site>
2. William R. Stanek. 2010. Storyboarding Techniques chapter in Effective Writing for Business, College and Life. http://libdatab.strayer.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=359141&site=eds-live&scope=site&bv=EB&ppid=pp_23
3. Ziad Hicham. 2017. Vocabulary Growth in College-Level Students' Narrative Writing. <http://libdatab.strayer.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=edsdoj&AN=edsdoj.9b7fad40e529462baf3a936aaf81420&site=eds-live&scope=site>
4. Anya Kamenetz. July 10, 2015. The Writing Assignment That Changes Lives. <https://www.npr.org/sections/ed/2015/07/10/419202925/the-writing-assignment-that-changes-lives>