

Preview: HRM599 : Human Resource Management Capstone

Course Guide

Prerequisites

Course Description

Integrates the concepts presented in the Master of Science in Human Resource Management program. Learners synthesize and apply the knowledge, competencies, and skills acquired throughout the program by evaluating cases and situations. Students develop strategic solutions to human resource management challenges that align with organizational goals.

A grade of B or higher is required for satisfactory course completion.

Notes: Course residency requirement: This course must be taken as last or next to last class; it is not eligible for transfer credit and must be taken at **Strayer University**.

Instructional Materials

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>

Gregg Learning. Aug 16, 2016. Be a Strategic Human Resource Partner. https://www.youtube.com/watch?v=7cHY_z7T1lg&feature=youtu.be

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>

Course Learning Outcomes

- 1 Determine strategies for providing effective human resource management within an organization, including how to support competitive advantage, approaches to job design and redesign, and recruitment and selection.
- 2 Propose effective methods for implementing employee development and performance management processes for an organization.
- 3 Design a strategic employee benefits package for an exempt or non-exempt position.
- 4 Convince stakeholders of the value of using the SHRM BoCK model to develop effective and motivated HR business partners.

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.

Week 8 Assignment - Strategic Value of Employee Benefits Programs

Summary

The Strategic Value of Employee Benefits I program assignment is due this week. Get started by reading the instructions in the Course Guide so you understand the requirements.

Text

Instructions

To attract, motivate, and retain good workers, companies need to define what an employee wants from the employment relationship. One way to define employee needs is to consider "total rewards," which are everything an employee perceives to be of value resulting from working for the company. Benefits are a core element of total rewards and the ever-growing package of offerings have evolved. You must now work with the company to define precisely where the various programs will be categorized.

Write a six- to seven-page paper in which you do the following:

- Identify and discuss at least three important variables that almost always should be considered by organizations when providing employee benefits programs. Be sure the response is specific and relevant.
- Compare and contrast income protection programs and pay for time not worked programs, both of which are usual elements of benefits programs. How are the programs similar? Are they mandatory?
- Research and discuss at least four to five of what may be referred as "Other Benefits" that you could recommend to the management team as necessary elements for the benefits package. Hint: Flextime and product or service discounts are good examples.
- Develop an employee benefits package for any exempt or non-exempt position level of your choosing, making sure you support the selection of your program elements.
 - **Note:** The preferred method for presenting your benefits package information is using a table or exhibit, but either approach is not mandatory.
 - Examples: US Bank Benefits at a Glance and UW-Madison New Employee Benefits Summary.
- 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.

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:

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Scoring Guide

Identify and discuss at least three important variables that almost always should be considered by organizations when providing employee benefits programs. Be sure the response is specific and relevant. 15 %

Unacceptable (Below 70%)	Needs Improvement (70-79%)	Competent (80-89%)	Exemplary (90-100%)
Did not submit or incompletely identified and discussed at least three important variables that almost always should be considered by organizations when providing employee benefits programs and did not make sure the response is specific and relevant.	Partially identified and discussed at least three important variables that almost always should be considered by organizations when providing employee benefits programs and partially made sure the response is specific and relevant.	Satisfactorily identified and discussed at least three important variables that almost always should be considered by organizations when providing employee benefits programs and satisfactorily made sure the response is specific and relevant.	Thoroughly identified and discussed at least three important variables that almost always should be considered by organizations when providing employee benefits programs and thoroughly made sure the response is specific and relevant.

Compare and contrast income protection programs and pay for time not worked programs, both of which are usual elements of benefits programs. How are the programs similar? Are they mandatory? 10 %

Unacceptable (Below 70%)	Needs Improvement (70-79%)	Competent (80-89%)	Exemplary (90-100%)
Did not submit or incompletely compared and contrasted income protection programs and pay for time not worked programs and did not address the programs' similarity and whether they are mandatory or not.	Partially compared and contrasted income protection programs and pay for time not worked programs and partially addressed the programs' similarity and whether they are mandatory or not.	Satisfactorily compared and contrasted income protection programs and pay for time not worked programs and satisfactorily addressed the programs' similarity and whether they are mandatory or not.	Thoroughly compared and contrasted income protection programs and pay for time not worked programs and thoroughly addressed the programs' similarity and whether they are mandatory or not.

Research and discuss at least four to five of what may be referred to as "Other Benefits" that you could recommend to the management team as necessary elements for the benefits package. 20 %

Unacceptable (Below 70%)	Needs Improvement (70-79%)	Competent (80-89%)	Exemplary (90-100%)
Did not submit or incompletely researched and discussed at least four to five of what may be referred to as "Other Benefits" that could be recommended to the management team as necessary elements for the benefits package.	Partially incompletely researched and discussed at least four to five of what may be referred to as "Other Benefits" that could be recommended to the management team as necessary elements for the benefits package.	Satisfactorily incompletely researched and discussed at least four to five of what may be referred to as "Other Benefits" that could be recommended to the management team as necessary elements for the benefits package.	Thoroughly incompletely researched and discussed at least four to five of what may be referred to as "Other Benefits" that could be recommended to the management team as necessary elements for the benefits package.

Develop an employee benefits package for any exempt or non-exempt position level of your

Choosing training and development elements of your program elements. 30 %

Unacceptable (Below 70%)	Needs Improvement (70-79%)	Competent (80-89%)	Exemplary (90-100%)
Did not submit or incompletely developed an employee benefits package for any exempt or non-exempt position level of your choosing and did not make sure the selection of program elements was supported.	Partially developed an employee benefits package for any exempt or non-exempt position level of your choosing and partially made sure the selection of program elements was supported.	Satisfactorily developed an employee benefits package for any exempt or non-exempt position level of your choosing and satisfactorily made sure the selection of program elements was supported.	Thoroughly developed an employee benefits package for any exempt or non-exempt position level of your choosing and thoroughly made sure the selection of program elements was supported.

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