

Assignment 1: Organizational Analysis

Due Week 5 and worth 250 points

Select an organization (be sure to have your instructor's approval by Week 3 before starting this assignment) in which you are familiar, if only as a regular patron.

Write a six to eight (6-8) page paper in which you:

1. Describe the organization, what it does, the customers it serves, and its size.
2. Research the organization's hiring practices. Discuss the role HR will play (or does play) in hiring qualified individuals who support the organization's mission statement.
3. Assess the common HR challenges facing this organization (e.g., high turn-over, low wages, lack of skilled workers, etc.). Recommend an HR strategy you would implement to overcome the challenges assessed.
4. Determine how effective your recommendation above will be to making the organization more competitive.
5. Provide recommendations to enhance or change the current hiring practices.
6. Use at least three (3) quality resources in this assignment. **Note:** Wikipedia and similar Websites do not qualify as quality resources.

Your assignment must follow these formatting requirements:

- Be typed, double spaced, using Times New Roman font (size 12), with one-inch margins on all sides; citations and references must follow APA or school-specific format. Check with your professor for any additional instructions.
- 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 and the reference page are not included in the required assignment page length.

The specific course learning outcomes associated with this assignment are:

- Explain the human resource management process, its role in supporting the overall organizational strategies, and the various functions involved in human resource management.
- Analyze business strategy to identify human resource requirements and formulate supporting HRM plans that can improve productivity and contribute to the firm's competitiveness.
- Use technology and information resources to research issues in human resource management.
- Write clearly and concisely about human resource management using proper writing mechanics.