

5 EXERCISE

Scanning the Contemporary Work Environment: Shifting Demographics

I. OBJECTIVES

The purpose of this exercise is to help you understand the potential influence of trends and changes in the external environment on the design and implementation of human resource management practices.

II. OUT-OF-CLASS PREPARATION TIME: None

III. IN-CLASS TIME SUGGESTED: 20–30 minutes

IV. PROCEDURES

- A. This exercise should be done in groups of four to five students.
- B. After completion of the exercise, each group will present its ideas to the rest of the class.
- C. Listed below are some of the major predictions about changes or trends in the labor/employment environment that will take place. Read each trend and list some ideas about the impact of these trends on the major human resource management functions: staffing and placement, training and development, salary administration, performance evaluation, job design, promotions, and career planning. That is, what human resource issues will organizations face because of these changes?

Trend

Impact on HRM

1. Increasing government regulation of health care
2. Aging of the workforce
3. Increase in outsourcing, offshoring, and employee leasing
4. Increasing diversity of the American labor force (e.g., women and minorities in the labor force)
5. Multigenerational workforce
6. Increasing use of social networks
7. Increasing number of foreign-born employees
8. Global warming and growing environmental awareness
9. Labor shortages at all skill levels
10. Threat of stagnant economic growth in United States and globally

Suggested Internet Resources

U.S. Department of Labor	http://www.dol.gov
EEOC	http://www.eeoc.gov
Society for Human Resource Management	http://www.shrm.org
Conference Board	http://www.conference-board.org
OSHA	http://www.osha.gov
U.S. Census Bureau	http://www.census.gov
United Nations	http://www.un.org
International Labor Office	http://www.ilo.org