

Assignment 4: Analysis of the Agency's Policies, Procedures, and Plans Regarding Unions, Privatization, Pensions, and Productivity, Part 4

Due Week 9 and worth 220 points

Refer to the Scenario for Assignments 1, 2, 3, 4, and 5

Write a four to six (4-6) page paper in which you:

1. Revise the previous assignment based on your professor's feedback.
2. Evaluate the practicality of union presence in your selected agency and recommend at least two (2) reasons why the agency should or should not have union representation. (Title this section The Agency and Unions)
3. Evaluate the opportunity of privatization in your selected agency and recommend at least two (2) reasons why the agency should or should not privatize its services. (Title this section The Agency and Privatization)
4. Analyze at least two (2) of the agency's policies, procedures, and / or plans regarding pensions. (Title this section Employee Pension Plans)
5. Assess the agency's approach to productivity and performance evaluation. (Title this section Productivity and Performance Evaluation)
6. Recommend at least three (3) actions the agency could take to improve in the areas of productivity and performance evaluation. (Title this section Recommendations for Improving Productivity and Performance Evaluation)
7. Include at least four (4) peer-reviewed references (no more than five [5] years old) from material outside the textbook. **Note:** Appropriate peer-reviewed references include scholarly articles and governmental Websites. (Include no more than one (1) non-government Website)

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:

- Examine the major components of the personnel management system, procedures, and processes in the public sector.
- Recommend improvements to processes involved in public personnel management and / or solutions to problems confronting those in the field.
- Assess external organizational and employee conditions as well as their implications to and impact on personnel management.
- Analyze pertinent issues, such as motivation and productivity, collective bargaining, labor relations, equal employment opportunity (EEO), affirmative action (AA), intergovernmental relations, and / or professionalism, facing public personnel managers.
- Evaluate current and emerging issues and trends in public personnel management, such as evaluation, public sector recruitment, staffing employment development compensation, benefits, pensions, strategic planning, and / or succession planning.

- Analyze pertinent public personnel management issues related to the federal government and / or privatization.
- Develop a proposal for strategic public personnel management for a specific setting.
- Use technology and information resources to research issues in public personnel management.
- Write clearly and concisely about public personnel management 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: 220		Assignment 4: Analysis of the Agency's Policies, Procedures, and Plans Regarding Unions, Privatization, Pensions, and Productivity, Part 4		
Criteria	Unacceptable Below 70% F	Fair 70-79% C	Proficient 80-89% B	Exemplary 90-100% A
1. Revise the previous assignment based on your professor's feedback. Weight: 5%	Did not submit or incompletely revised the previous assignment based on your professor's feedback.	Partially revised the previous assignment based on your professor's feedback.	Satisfactorily revised the previous assignment based on your professor's feedback.	Thoroughly revised the previous assignment based on your professor's feedback.
2. Evaluate the practicality of union presence in your selected agency and recommend at least two (2) reasons why the agency should or should not have union representation. (Title this section The Agency and Unions) Weight: 15%	Did not submit or incompletely evaluated the practicality of union presence in your selected agency; did not submit or incompletely recommended at least two (2) reasons why the agency should or should not have union representation. (Title this section The Agency and Unions)	Partially evaluated the practicality of union presence in your selected agency; partially recommended at least two (2) reasons why the agency should or should not have union representation. (Title this section The Agency and Unions)	Satisfactorily evaluated the practicality of union presence in your selected agency; satisfactorily recommended at least two (2) reasons why the agency should or should not have union representation. (Title this section The Agency and Unions)	Thoroughly evaluated the practicality of union presence in your selected agency; thoroughly recommended at least two (2) reasons why the agency should or should not have union representation. (Title this section The Agency and Unions)
3. Evaluate the opportunity of privatization in your selected agency and recommend at least two (2) reasons why the agency should or should not privatize its services. (Title this section The Agency and Privatization) Weight: 15%	Did not submit or incompletely evaluated the opportunity of privatization in your selected agency; did not submit or incompletely recommended at least two (2) reasons why the agency should or should not privatize its services. (Title this section The Agency and Privatization)	Partially evaluated the opportunity of privatization in your selected agency; partially recommended at least two (2) reasons why the agency should or should not privatize its services. (Title this section The Agency and Privatization)	Satisfactorily evaluated the opportunity of privatization in your selected agency; satisfactorily recommended at least two (2) reasons why the agency should or should not privatize its services. (Title this section The Agency and Privatization)	Thoroughly evaluated the opportunity of privatization in your selected agency; thoroughly recommended at least two (2) reasons why the agency should or should not privatize its services. (Title this section The Agency and Privatization)

4. Analyze at least two (2) of the agency's policies, procedures, and / or plans regarding pensions. (Title this section Employee Pension Plans) Weight: 15%	Did not submit or incompletely analyzed at least two (2) of the agency's policies, procedures, and / or plans regarding pensions. (Title this section Employee Pension Plans)	Partially analyzed at least two (2) of the agency's policies, procedures, and / or plans regarding pensions. (Title this section Employee Pension Plans)	Satisfactorily analyzed at least two (2) of the agency's policies, procedures, and / or plans regarding pensions. (Title this section Employee Pension Plans)	Thoroughly analyzed at least two (2) of the agency's policies, procedures, and / or plans regarding pensions. (Title this section Employee Pension Plans)
5. Assess the agency's approach to productivity and performance evaluation. (Title this section Productivity and Performance Evaluation) Weight: 15%	Did not submit or incompletely assessed the agency's approach to productivity and performance evaluation. (Title this section Productivity and Performance Evaluation)	Partially assessed the agency's approach to productivity and performance evaluation. (Title this section Productivity and Performance Evaluation)	Satisfactorily assessed the agency's approach to productivity and performance evaluation. (Title this section Productivity and Performance Evaluation)	Thoroughly assessed the agency's approach to productivity and performance evaluation. (Title this section Productivity and Performance Evaluation)
6. Recommend at least three (3) actions the agency could take to improve in the areas of productivity and performance evaluation. (Title this section Recommendations for Improving Productivity and Performance Evaluation) Weight: 15%	Did not submit or incompletely recommended at least three (3) actions the agency could take to improve in the areas of productivity and performance evaluation. (Title this section Recommendations for Improving Productivity and Performance Evaluation)	Partially recommended at least three (3) actions the agency could take to improve in the areas of productivity and performance evaluation. (Title this section Recommendations for Improving Productivity and Performance Evaluation)	Satisfactorily recommended at least three (3) actions the agency could take to improve in the areas of productivity and performance evaluation. (Title this section Recommendations for Improving Productivity and Performance Evaluation)	Thoroughly recommended at least three (3) actions the agency could take to improve in the areas of productivity and performance evaluation. (Title this section Recommendations for Improving Productivity and Performance Evaluation)
7. 4 references. (Include no more than one non-government Website) Weight: 10%	Does not meet the required number of references	Meets the required number of references; some or all references poor quality choices.	Meets number of required references; all references good quality choices.	Exceeds number of required references; all references high quality choices.
8. 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