

Taiwan

Employment Strategic Analysis Project [ESA]

Students will be placed in groups. Each group will prepare a feasibility study for the Vice President of Human Resources (me/instructor) and the Board of Directors (classmates) concerning what the **XYZ Corporation** will need to know to manage employment relations as effectively as possible for a new manufacturing facility in (your chosen country) to build and assemble Medical-Surgical devices for sale in the **Latin America market**.

You may select any country EXCEPT China. Please do not select a country where you or one of your group members is from as that is not allowed!! Groups must be approved by me.

Your paper is due towards the end of the semester (date noted on the syllabus). You and your group will present your paper during the last week of the semester and finals week. The paper must be word-processor prepared. The length of the paper will vary but all areas of the worksheet need to be completely addressed. The presentation should last around 20 minutes and allow for questions from the class.

Topics to be addressed

- Caric*
- I. General Characteristics**
- Location, size, population, principle industries, language, religion, literacy, type of government (reporting length limits: one page of feasibility study and 90 seconds of presentation)
- Maurice*
- II. Economic Conditions**
- Standard of living (What do the people own? How does the standard of living compare to the U.S.? Ideally, this should be measured in purchasing power, accounting for the difference in currency and cost of living.)
 - Income distribution (Proportion of upper, middle, and lower classes?)
 - Wage levels (Compared to U.S.? Compared to rest of world?)
 - Employment levels (Unemployment rate? Participation rate of women, minorities, youth?)
 - How wages are determined (Supply and demand? Government policy? Collective bargaining?)
 - Employer-provided benefits
 - Working conditions (Hygiene and safety?)
 - Skills available (Shortages in particular areas?)
- III. Institutional Considerations**
- A. Personal
- Ideology, ethics, and values of people (individualistic or group-oriented, role of religion in employment, reaction to authority and organizational needs)