**Final Project**

Background:

Throughout the course, you will conduct substantialresearch that relates to a component of the final project. Your research will consist of tasks, discussions, and hands onlessons.

The goals of this course are to:

* Examine the impact on the organization’s ability to compete in the marketplace
* Develop and maintain a successfulworkforce
* Comply with those regulations that govern staffing and employment practices.

Final Project Description:

1. For the final project, you will conduct a case study on the company of your choice. You will conduct research in one of the following areas for the company:
   1. Outsourced Human Resources
   2. Selection
   3. Recruiting
   4. Coaching and Consulting
2. You will also include the following for the business selected:
   1. Background
   2. Opportunity
   3. Action
   4. Result
3. Your final project will consist of two parts: The Final Presentation and the Final Paper. Each part is discussed in a separate section.

Final Presentation:

1. Purpose: The final presentation is where you demonstrate to the class, both visually and orally, what you have learned.
2. You will choose one of the following platforms:
   1. A Poster Presentation
   2. A Traditional Presentation
   3. Build an App
   4. Other (with permission of your professor)

The Final Paper:

1. Purpose: You have worked all term on assignments that have led to this final moment. It is now time to put the final paper together. Remember, to use proper APA formatting.
2. Components: Your final paper will include:
   1. **Executive Summary / Abstract**.
      1. Length:Singleparagraph, without indention, with 150-250 words.
      2. Purpose: To provide a summary of the key features of your company.
      3. Write your summary to include:
         1. A brief overview of the company
         2. A brief overview of why you chose this company
         3. A brief overview of the area you selected for the company (i.e. Recruiting or Selection)

* 1. **The Company Chosen and Description**.
     1. Length: Minimum of one page, to include 2-3 paragraphs.
     2. Purpose: To describe the company you chose in greater detail.
     3. Describe the firm
        1. How old is the company?
        2. What industry or industries in the company active in?
        3. What products or services does the company sell?
        4. Who or what are the company’s principal competitors?
        5. Is the company active internationally?
        6. How many people does the company employ?
     4. Describe the Chief Executive Officer (CEO)
        1. Who is the CEO?
        2. How long has he/she been in the position?
        3. What has been the career track of the CEO?
  2. **Background of the Company’s Human Resource Management (HRM) Processes**.
     1. Length: Minimum of 2-3 paragraphs
     2. Purpose: To describe your company’s HRM.
     3. Describe the company’s current HRM practices
        1. Describe the company’s HRM processes
        2. Provide a brief evaluation of the company’s HRM practices
        3. What are the positive aspects of the current practices?
        4. Is there anything you would criticize?
  3. **Organizational Chart**. Develop and design a current organizational chart for the company.
  4. **Opportunity**.
     1. Length: Minimum of one page.
     2. Purpose: To describe opportunities to develop HR activities
     3. Describe the company’s leadership/supervisor/employee opportunities to develop HR practices (current and future)
        1. How would you characterize the company’s current leadership’s approach to HRM practices?
        2. Does current leadership adopt strategies to hire/select new personnel? What are some of these strategies?
        3. Would you consider this company’s leaders to be effective managers of human resources?
        4. Discuss the current CEO’s vision, goal or role in human resource management.
  5. **Action**.
     1. Length: Minimum of 1-3 paragraphs.
     2. Purpose: Describe the most recent HRM plan for the organization.
     3. Requirement:
        1. How is the company selecting employees?
        2. Describe the company’s selection process.
        3. How does the current approach to employment staffing, recruiting, and selection affect performance?
        4. Choose and describe an alternative strategy to present to the company’s leaders regarding employee selection, recruitment, and staffing.
  6. **Results**
     1. Length: Minimum of 1-2 paragraphs
     2. Purpose: Describe the results of the company’s employee selection process.
     3. Requirement:
        1. What is positive?
        2. What would you change?
  7. **Summary or Conclusion**.
     1. Length: Minimum of 1-2 paragraphs.
     2. Purpose and Requirement: Briefly summarize the study of the company.