

Assignment 2

Fundamentals of Human Resource Management

This assignment outlines advice and tools for managing careers. It provides guidance on improving employee retention as well as handling of dismissals and separations.

Instructions: Answer all components of the questions for both cases using 200-250 words per question.

Next Generation Workers

Several years ago, a survey of college graduates in the United Kingdom found that although many hadn't found their first jobs, most were already planning "career breaks" and to keep up their hobbies and interests outside work. As one report of the findings put it, "the next generation of workers is determined not to wind up on the hamster wheel of long hours with no play." Part of the problem seems to be that many already see their friends "putting in more than 48 hours a week" at work. Career experts reviewing the results concluded that many of these recent college grads "are not looking for high-pay, high-profile jobs anymore." Instead they seem to be looking to "compartmentalize" their lives; to keep the number of hours they spend at work down, so that they can maintain their hobbies and outside interests.

Put yourself in the position of the supervisor or department head.

[Requires 200-250 word]

1. Do you think these findings are as popular in the United States as they appear to be in the United Kingdom?
 - a) If so, if you were mentoring one of these people at work, what three specific bits of career advice would you give to him or her?
 - b) Why?

[Requires 200-250 words]

2. What (if anything) would you suggest their employers do to accommodate their graduates' stated career wishes?

Due: Saturday, June 26, 2021 @ 11:59PM