

MGTU 400 Assignment 3 Handout and Rubric

Individual Assignment 3: Moving White Collar Jobs

Length: 3-4 pages, double-spaced (Times Roman 12 font with standard 1" margins). As with all papers and PowerPoints in this class must use APA see the Sample APA paper and How to write a Short Paper, found in Course Information.

Due: Week 4 Monday Midnight

Post: Week 3 Assignments folder

This paper will give you the opportunity to understand how emerging countries are managing human capital in the tightening global labor market. According to a 2008 McKinsey Global Institute study, countries outside of the United States are presenting an opportunity for highly qualified, cost-effective alternatives to US-educated/based professional talent. For instance, Morocco is now home to offshore centers for French and Spanish companies requiring fluent speakers of their home languages. Neighboring Tunisia has used its modern infrastructure, business-friendly regulations, and stable, low-cost workforce to attract companies such as Siemens. Vietnam offers university graduates who have strong mathematics skills; speak French, English, German, or Russian; and do not demand high wages. In choosing a location, companies will have to focus less on low wages and much more on other ways that candidate cities can fulfill their business needs. They will also have to be much more rigorous in articulating precisely what they require from an offshore location.

This paper will allow you to explore answers to the following questions: Should we move white-collar jobs to offshore environments? With pressures on CEOs and business leaders of all ranks to increase shareholder value by reducing costs, one of the options in consideration is the opportunity to move white-collar professional positions to Outside US. You must have at least three references (total) to the Hill and Hult (2020) coursebook, the Ascent of Money videos, your relevant website material, Wall Street Journal, etc. citing using APA. A minimum of three academic resources should be used in the text – published books or academic journal articles.

This paper is designed for you to compare and contrast the pros and cons of moving white-collar jobs offshore. By comparing the two points of view, you will be able to better understand how a company chooses (knowingly or unknowingly) to adopt a particular position and how this decision will affect the economy of the US and the company that receives the job influx.

Your paper will consider the following questions:

- What benefits result from the outsourcing of skilled white collar jobs to developing nations?
- Who are the losers?
- Will developed nations like the US suffer from the loss of skilled and high paying jobs to developing nations? Is there a difference between the transference of high-paying white collar jobs, such as computer programming and accounting to developing nations and low-paying blue-collar jobs?
- If so, what is the difference, and should government do anything to stop the flow of white-collar jobs out of the country?
- Be sure to include your country of choice as one comparison to the US.

Once again, you will find very helpful information on any company that you choose on their Websites and by researching recent press releases. Remember you cannot use Wikipedia as a source.

Be sure you have an introduction, an analysis and a conclusion. The following describes how this paper will be graded. The questions and comments below are designed for you to read and consider before turning in your work.

Introduction

Does the introduction explain what the paper is about? Does it give a quick overview of pros and cons analysis?

Analysis

Does the paper have three to five main points that are supported by references in the text with page numbers of analyzing all of the variables?

Does the analyses connect to your introduction and conclusion and the “heart of your hypothesis?

Conclusion

Is the conclusion a clear and concise recap of the analysis?

The conclusion cannot bring in any new ideas!

Does the conclusion tie into the first two or three sentences in thought?

Process, Punctuation and Grammar

Are all of the words spelled correctly?

Are the correct words used?

Is the wording smooth to read?

Is proper grammar used?

Does the paper follow APA Guidelines?

Is the paper interesting?

Evaluation Criteria for Moving White Collar Jobs				
<i>Paper Elements</i>	Exemplary 50	Proficient 40	Developing 30	Emerging 20
Introduction & Purpose	12 Clearly describes the shifts. Clearly and concisely identifies what the rest of the paper will contain. The importance and value of the shifts are evident.	10 Describes the shifts. Clearly identifies what the rest of the paper will contain. The importance and value of the shifts are evident.	7 Somewhat describes the shifts. Identifies what the rest of the paper will contain. The importance and value of the shifts are somewhat evident.	5 Does not describe the shifts. Does not clearly and concisely identify what the rest of the paper will contain. The importance and value of the shifts are not evident.
Analysis	14 Clearly and concisely defines key terms and effectively integrates the text book and 3 or more scholarly sources to comprehensively answer questions. Examines appropriate theories.	10 Fairly clearly defines key terms and fairly effectively integrates the text book and 2 or more mostly scholarly sources to answer research questions. Examines most appropriate theories.	9 Somewhat clearly defines key terms and somewhat effectively uses text book and 1 other source to answer research questions; some sources may not be scholarly. Some examination of theories.	5 Limited or confusing definition of key terms; may not integrate sources to answer research questions. Does not cite the text book.
Conclusions	12 Objectively analyzes and synthesizes research to draw valid conclusions supported by findings.	10 Fairly objectively analyzes and synthesizes research to draw valid conclusions supported by findings.	7 Somewhat analyzes and synthesizes research. Conclusions may be general and/or have only come support in the findings.	5 Limited if any analysis and synthesis of research. Limited if any conclusions drawn based on the findings.
Writing Mechanics	12 The paper is logical and well-	10 The paper is logical and well-	7 The paper is somewhat logical	5 The paper lacks clarity and may be

	written; spelling, grammar and punctuation are accurate. Paper uses APA and is the required length of 3 - 4 pages of content. The paper uses the headings as listed above and shows sources to support each of the main points.	written but with minor errors in APA, spelling, grammar and/or punctuation. The paper may be 10% longer or shorter than the required length. The paper uses the headings as listed above and shows literature to support each of the main points.	and well-written; some errors in APA, spelling, grammar and/or punctuation. The paper may be 15% too long or short, and may not include all headings and may not show support for all areas.	confusing with numerous errors in APA, spelling, grammar and/or punctuation. The paper may be 20% too long or short, and does not include headings or does not show support for all of the areas.
--	--	--	---	--