



Learning Modules

Assignment

The Union Management Framework

Group Assignment 2—New HR Consultant Scenario

This assignment asks you to imagine working in a new start-up company and advising the company's leadership on how to solve Human Resource issues specific to their company. The details of this situation are explained in the background scenario ([././source/tests/NewHRconsultant.pdf](#)) linked to this page. Read it thoroughly before starting your analysis. When your analysis is finished, use the forms provided to submit your project.

The point of this assignment is to demonstrate how well you can link the issues specific to a given situation, with the body of knowledge provided by the Human Resources profession, to come up with practical solutions that actually solve a problem and avoid exposing a company to risk. To do this, you need to avoid proceeding directly to a conclusion. This assignment awards marks for issue identification and analysis—not how you fix the problem. For example, rather than say that a interview was not done well, you need to list the actual problems that lead you to a specific conclusion.

The whole project must be completed as a group. Establish your performance expectations with each other right up-front. Be equitable and deal with issues as they come up to avoid unnecessary conflict. Also be aware that every member of your group is responsible for the whole content. No student is exempt for the reason that they were not the person responsible for completing the assignment. If any part of it is plagiarized—all group members are penalized under Humber's academic regulations.

Part 1 (40 points)

This part focuses on issue identification. There are 50 issues in the background scenario, which are worth a total of 40 points. Use the categories listed in the submission form ([././source/tests/Group2submissionForm.docx](#)) to organize your answers. Do NOT make suggestions on how to fix the problem—just state the issue of concern and why it is a problem. The weighting of marks varies with the areas as described below:

- In the Recruitment area, you need six (6) correct issues for full marks.
- In the Compensation area, you need six (6) correct issues for full marks.
- In the Health and Safety area, you need six (6) correct issues for full marks.
- In the Training and Development area, you need three (3) correct issues for full marks.
- In the Labour-Staff Relations and Employee Discipline area, you need four (4) correct issues for full marks.
- In the "Other" area, you can receive a maximum of three (3) bonus marks for each issue that does not belong in one of the other 5 areas.

Note: Bonus marks are used to top up your score but cannot exceed the maximum allowed. If you already have full marks in the required areas, bonus marks have no affect on your final score.

Due: Critical Path

([././starting/critical](#))

Points: 100

Marking Scheme:

This assignment does not use a rubric. Base your answers on the points awarded to each question in the submission form.

Evaluation:

This assignment is converted into 10 percent of your overall grade. Allow 14 days for your assignment to be marked and returned. When posted, your grade appears in the My Grades area under My Tools.

Lates:

Late assignments are accepted with a penalty of 10 percent per day. After 2 days, the assignment is no longer accepted.

Part 2 (60 points)

This part focuses on making recommendations. In it you should draw on every principle or point of law that supports your answer. You can make up to 12 points in each area for a maximum total of 60 points. Use the categories listed in the submission form

(../source/tests/Group2submissionForm.docx) to organize your answers. Do NOT repeat why each issue is a problem—just state your recommendation and explain (briefly) how it will solve the issue.

Instructions

One member of the group submits the project on behalf of the whole group. The assignment must have everyone's name on it. Everyone receives an identical grade. To submit your assignment:

1. Click Assignments on the side menu then scroll to the name of the assignment.
2. Click the assignment name to open the Preview Upload Assignment page.
3. Click the Browse My Computer button on the Dropbox page then navigate to the assignment file in the File Upload window.
4. Select the assignment file then click the Open button to upload the file.
5. Add any comments about your assignment in the Comments field.
6. Click the Submit button to save your assignment for marking.

Note: Name the file using your first initial, last name, and the number of the assignment. For example, "tjones1.doc" for Tom Jones' assignment 1.

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