
HRM Executive Interview

Length: 4 - 6 double-spaced pages (excluding title and reference pages)
Due: Sunday of Week 5
Value: 200 Points for 20% of the grade
Post: Week 5 Assignments

How are the human resource management principles and practices discussed over the past several weeks implemented in today's organizations? This assignment provides you with the opportunity to examine human resource management in the real world by interviewing a Human Resources Executive who is responsible for multiple human resource functions within a medium to large organization.

Interview Questions

The interview will consist of the 4 Interview questions listed below. In addition, you should start the interview by confirming the HR Executive's title and scope of responsibilities, the size and business of the organization. Take notes but do not record the interview.

1. What is effective human resource management, and why is it important to the success of this organization?
2. How do you ensure human resources supports and is aligned with business strategy?
3. How do you collaborate with management to promote employee productivity and engagement?
4. What are the most significant people management challenges your organization faces and how will you address those challenges?

Paper Guidelines

As outlined in the rubric below, a well-constructed paper summarizes the interview results and identifies three significant insights gained into effective HRM from the interview. Specifically:

- Identify who was interviewed including title and scope of responsibilities; briefly describe the size and business of the organization.
- Summarize key points from the four interview questions
- Discuss 3 important insights you gained from the interview into human resource management connecting HRM concepts discussed class discussions and assigned readings with the interview results.
- Adhere to APA standards including using headers, and citing and referencing concepts, principles and practices from your textbook and other sources.

Evaluation Criteria for the HR Executive Report				
Report Elements	Exemplary	Proficient	Developing	Emerging
HR Executive Overview	25 - 24 Clearly introduces the HR executive; includes title, size and type of business. Scope of responsibilities spans multiple HR functions in a medium to large organization, which directly aligns with assignment requirements.	23 - 22 Fairly clearly introduces the HR executive; includes title, size and type of business. Scope of responsibilities spans several HR functions in a medium to large organization fairly well aligning with assignment requirements.	21 - 20 Introduces the HR executive; includes title, size and type of business. Scope of responsibilities may be limited to 1 or 2 HR functions and/or be in a small organization	19 - 0 Introduces the HR executive but may not include title, size and type of business. Limited if any discussion or scope of responsibilities and/or size of organization.
Effective HRM	30 - 27 Clearly and concisely describes	26 - 24 Fairly clearly describes the HR	23 - 20 Somewhat describes the HR Executive's	19 - 0 limited if any description of the HR

	the HR Executive's view of effective HRM and its role in organizational success. Importance and value of HRM is evident.	Executive's view of effective HRM and its role in organizational success. Importance and value of HRM is fairly evident.	view of effective HRM and its role in organizational success. Importance and value of HRM may be unclear	Executive's view of effective HRM and its role in organizational success. Limited if any evidence of value of HRM
HR Alignment with Business Strategy	30 - 27 Clearly and concisely describes how HR supports and is aligned with business strategy. HR Executive's role in strategy achievement is evident.	26 - 24 Fairly clearly discusses how HR supports and is aligned with business strategy. HR Executive's role in strategy achievement is fairly evident.	23 - 20 Somewhat discusses how HR supports and is aligned with business strategy; HR Executive's role in strategy achievement may be unclear.	19 - 0 Limited if any discussion of how HR supports and is aligned with business strategy. Limited if any evidence of HR Executive's role in strategy..
Productivity and Engagement	30 - 27 Clearly and concisely describes how HR and management collaborate to promote employee productivity and engagement.	26 - 24 Fairly clearly describes how HR and management collaborate to promote employee productivity and engagement.	23 - 20 Somewhat discusses how HR and management collaborate to promote employee productivity and engagement.	19 - 0 Limited if any discussion of how HR and management collaborate to promote employee productivity and engagement.
Challenges	30 - 27 Clearly and concisely identifies significant people management challenges and discusses how the organization plans to address them.	26 - 24 Fairly clearly identifies people management challenges and discusses how the organization plans to address them.	23 - 20 Somewhat identifies people management challenges but may not discuss how the organization plans to address them.	19 - 0 Limited if any discussion of people management challenges and/or how the organization plans to address them.
Insights	30 - 27 Clearly and concisely identifies 3 significant insights gained into effective HRM; connects insights to relevant course concepts.	26 - 24 Fairly clearly identifies 2 – 3 fairly significant insights gained into effective HRM; connects 2 insights to relevant course concepts.	23 - 20 Somewhat identifies 1 - 3 insights gained into effective HRM; limited connection of insights gained to relevant course concepts	19 - 0 Limited if any identification of insights gained from the interview. Limited if any connection to course concepts
Writing Mechanics	25 - 24 The paper is logical, well written, the required length of 4 – 6 pages, and uses headers. Spelling, grammar, punctuation are accurate. APA standards are followed with no errors.	23 - 22 The paper is logical, well-written, the required length and uses headers. Minor errors (1 – 3) in spelling, grammar and/or punctuation. APA standards are followed minor errors.	21 - 20 The paper is somewhat logical but may be 10% too long or short and/or not use headers. Some (4 – 10) errors in spelling, grammar and/or punctuation. APA standards are somewhat followed but with numerous errors.	19 - 0 The paper lacks clarity and may be confusing and lack headers; may be 15% too long or short. Numerous errors (11+) in spelling, grammar, punctuation and/or APA.