



Module 3 Application

Submit at the end of Module 3.

Discipline That Fits

Even the best companies encounter issues with individual employees requiring effective and fair discipline.

In this assignment, you will review the case study: *Frostburg Fit experienced dynamic membership growth from its inception through 2015*. This necessitated increasing the workforce and resulted in the unintended outcome of increased employee discipline issues. Based on information from the case, the assigned readings, and your research, you will critique the disciplinary process at Frostburg Fit and the effectiveness of its implementation. Then you will compose a slide presentation to convey your findings.

Course Objectives

- Assess and evaluate the role of employee relations in employee job satisfaction, in employee engagement, and as a contributor to organizational culture and organizational success.
- Evaluate the integration of effective communication, performance management systems, and disciplinary processes in employee professional development, employee job satisfaction and engagement, organizational development, and attainment of organizational goals.

Directions:

- 1) Save and print the Module 3 Application PDF.
- 2) Create a slide presentation for your response. Use APA (6th edition) format for the references page and in-text citations.
- 3) Follow the directions to submit your slide presentation.

Step 1. Assess

Read *Frostburg Fit Scenario B: Employee Conduct/HR Strategy* focusing on the organization's effectiveness in addressing unacceptable employee behaviors. Access the case study on the Learning Objects page.

Step 2. Research

Review the assigned readings for this module and use library resources to identify three additional reliable sources addressing workplace discipline.

Step 3. Critique

Based on information from the case, the assigned readings, and your research, critique the disciplinary process at Frostburg Fit and the effectiveness of its implementation.

Step 4. Compose

Compose a 10-to-15 slide presentation, not including the title and references slides, using the information collected in Steps 1-3 and addressing the following questions:

1. Has the disciplinary process at Frostburg Fit derailed? Explain.
2. What actions would you recommend the organization take to improve or repair the process?

