



Module 5 Reflection

Submit at the end of Module 5.

HR Effectiveness in Employee Relations

Human resource management (HRM) includes substantial involvement in policy and procedure development addressing a wide range of management and employee activities and concerns.

In this assignment, you will review two case studies. These two cases involve policy implementation and application. The assignment focuses on the priorities and concerns in policy and process adoption.

Course Objectives

- 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.
- Analyze concerns and potential outcomes associated communication of negative information to individuals and to workgroups and develop guidelines and action plans for delivery and follow up.

Directions:

- 1) Save and print the Module 5 Reflection PDF.
- 2) Create a paper in a Word or text document for your response. Use 12-point Arial or Times New Roman font. Follow APA (6th edition) format for the paper, title page, references page, and in-text citations.
- 3) Develop an introduction and conclusion for your paper.
- 4) Follow the directions to submit your final Word or text document.

Step 1. Assess

Review the following two cases dealing with challenges in policy implementation and enforcement.

- *When good HR gets bad results: Exploring the challenge of HR implementation in the case of workplace bullying.*
- *Case Study – Should We Fire Him for That Post?*

Access the case studies on the Learning Objects page.

Step 2. Research

In context with information covered throughout the course, brainstorm reasons inconsistencies exist between formal policies and actual practices in the workplace and how this affects the individual worker's job satisfaction and engagement.

Step 3: Pretend

You recently accepted a position in human resource management (HRM) for a private high school. An initial audit of the HRM function reveals a need for formalization of policies and procedures. You want to initiate policy development, but you are concerned about the impact on employee job satisfaction.

Step 4: Reflect

Write a two-page reflection paper presenting your thoughts on the reasons for and benefits of developing policies and possible concerns about negative or unintended outcomes. Reflect on how each module within this course is key to developing sound policies. Use at least one source or resource from each of the prior modules.