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## **MSHR 655 – Business Proposal**

For this Term Project, students will be preparing a formal Business Proposal for the Senior Management of Human Resources for the organization you have been working with throughout this cohort. The proposal should include the following:

- 1) Background information on your organization (industry, size, duration in business, etc.) and a minimum of three challenges that the organization is facing (information from MSHR 650 can be re-used).
- 2) The top three HR initiatives that you are recommending for the organization you have been working with throughout this cohort. These initiatives must be correlated with one of the business challenges listed in #1 and must incorporate information from your SWOT/PEST analysis. Students can re-use material from the papers written in Weeks 2 – 5 as well as MSHR 650, however this should read as one cohesive proposal (not four papers combined into one document). \*The HR initiatives can be the same as identified in MSHR 650 or they can be different.
- 3) The resources needed (human capital, financial, technology, etc.) for implementation of the initiatives. \*Financial considerations can be an approximation and information from MSHR 650 can be re-used.
- 4) Metrics and a final scorecard to evaluate the success of your proposed initiatives. Information from MSHR 645 can be used, however it must directly relate to #1 & #2 above. Each metric should be explained and include applicable timeframes and how the information will be obtained. The actual scorecard should be labeled as “Appendix 1”.
- 5) Potential areas of resistance to your Business Proposal and your plan to overcome the obstacles identified.

**This will be due on Day 1 of Week 6.**

**\*Students will need to engage in independent research to determine the optimal formats to use for both the proposal and the scorecard.**

**\*\*All resources should be included and cited according to APA format, including a title page and a reference page (an Abstract is not required).**



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