**Assignment 1: Trends in the Workplace**

Due Week 3 and worth 200 points

According to the text, there are a number of key trends in the workplace that have significant influences on organizations. HR professionals play a key role in helping organizations respond to evolving trends, comply with federal and state regulations, and manage workplace flexibility.  As an HR professional it is important for you to demonstrate your understanding of the ever changing global environment.

Write a five to seven (5-7) page paper in which you:

1. Specify the key functional areas of Human Resources Management. Explore the manner in which each function contributes to the overall performance of an organization. Support your response with specific examples of the activities for which HRM is typically responsible.
2. Examine four (4) federal equal employment opportunity laws. Suggest the primary manner in which each law influences fair employment practices within the organization where you currently work or an organization for which you have worked in the past. Support your response with specific examples of the chosen organization’s employment practices.
3. According to the text, there are three (3) significant trends affecting organizations today: the aging workforce, diversity, and skills deficiencies in the workplace. Analyze the primary manner in which each of these three (3) trends has impacted the organization where you currently work or one (1) where you have worked in the past. Support your response with specific examples of said impact.
4. According to the text, workplace flexibility is essential for organizational success in the rapidly changing world. Explore two (2) ways that the organization where you currently work, or one (1) where you have worked in the past, might respond to the need to be flexible. Provide a rationale for your response.
5. Use at least four (4) quality academic (peer-reviewed) resources in this assignment. Note: Wikipedia and other Websites do not qualify as academic resources.

Your assignment must follow these formatting requirements:

* Be typed, double spaced, using Times New Roman font (size 12), with one-inch margins on all sides; citations and references must follow APA or school-specific format. Check with your professor for any additional instructions.
* Include a cover page containing the title of the assignment, the student’s name, the professor’s name, the course title, and the date. The cover page and the reference page are not included in the required assignment page length.

The specific course learning outcomes associated with this assignment are:

* Examine the theoretical constructs of human resource management.
* Analyze the external environmental factors that impact human resource policies and procedures.
* Use technology and information resources to research issues in human resource management foundations.
* Write clearly and concisely about human resource management foundations using proper writing mechanics.

Grading for this assignment will be based on answer quality, logic / organization of the paper, and language and writing skills. Click [here](https://blackboard.strayer.edu/bbcswebdav/institution/HRM/500/1154/Week3/Assignment%201%20Rubric.html)to access the rubric for this assignment.