Human Resources and Change

Student A. Sample

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 Your introduction goes here. Your introduction should be at least 3-5 sentences that introduce the topic that you will discuss in your essay. Provide an overview of the organization you have chosen including three subsystems of the organization, three stakeholders of the organization, and the reason for selecting this organization. Your introduction ends with a solid thesis statement. A thesis statement provides an overview of what the rest of your paper will discuss. Here is an example: In the pages to follow the management and HRM of (Name of the company you chose) will be further explored including the subsystems in need of change, comparison to a successful subsystem, the impact of change, stakeholder satisfaction, attracting, developing, and maintaining human resources, internal consistencies, connectivity to the course, and the application of personal Christian worldview.

**Subsystems in Need of Change**

Content should include: Identification of a major organizational subsystem in need of change is comprehensive and detailed. A thorough description of that subsystem is provided and supported with relevant examples or personal insights to further understanding. Justification for the need of change is clear and well integrated. Supporting material is of exceptional quality and quantity. Define key terms (and cite your source), provide specific examples, and integrate outside sources to strengthen and support your claims. Make sure each paragraph in this section is at least 3 sentences.

**Comparison to Successful Subsystem**

Content should include: Proposal for changes to the subsystem identified as most in need of change is thorough and well integrated with the justification through a comparison of that subsystem in a successful organization. Examples or personal insights are used to further understanding. Supporting material is of exceptional quality and quantity. Define key terms (and cite your source), provide specific examples, and integrate outside sources to strengthen and support your claims. Make sure each paragraph in this section is at least 3 sentences.

**Impact of Change**

Content should include: Examination of the impact of the proposed change on the two other identified subsystems in the organization and a proposal for relevant realignment of the total organization to facilitate the change are thorough and well integrated. Define key terms (and cite your source), provide specific examples, and integrate outside sources to strengthen and support your claims. Make sure each paragraph in this section is at least 3 sentences.

**Stakeholder Satisfaction**

Content should include: A clear explanation of how to ensure satisfaction of three stakeholders is provided. Examples and personal insights are used to further understanding. Supporting material is of exceptional quality and quantity. Define key terms (and cite your source), provide specific examples, and integrate outside sources to strengthen and support your claims. Make sure each paragraph in this section is at least 3 sentences.

**Attracting Human Resources**

Content should include: Proposal for how the organization should attract the human resources required to bring about the change, including discussion of specifics of this effort as instructed in the assignment, is thorough and well integrated. Examples and personal insights are used to further understanding. Supporting material is of exceptional quality and quantity. Define key terms (and cite your source), provide specific examples, and integrate outside sources to strengthen and support your claims. Make sure each paragraph in this section is at least 3 sentences.

**Developing Human Resources**

Content should include: Proposal for how the organization should develop the human resources required to bring about the change, including discussion of specifics of this effort as instructed in the assignment, is thorough and well integrated. Examples and personal insights are used to further understanding. Supporting material is of exceptional quality and quantity. Define key terms (and cite your source), provide specific examples, and integrate outside sources to strengthen and support your claims. Make sure each paragraph in this section is at least 3 sentences.

**Maintaining Human Resources**

Proposal for how the organization should maintain the human resources required to bring about the change, including discussion of specifics of this effort as instructed in the assignment, is thorough and well integrated. Define key terms (and cite your source), provide specific examples, and integrate outside sources to strengthen and support your claims. Make sure each paragraph in this section is at least 3 sentences.

**Internal Consistency: Attract, Develop, and Maintain a Quality Workforce**

Content should include: The selected HR processes to attract, develop, and maintain the quality workforce to bring about the proposed change are the optimal choices, connected, internally consistent, and applicable to the overall changes suggested. Supporting material is of exceptional quality and quantity. Define key terms (and cite your source), provide specific examples, and integrate outside sources to strengthen and support your claims. Make sure each paragraph in this section is at least 3 sentences.

**Connectivity to Course**

At least three appropriate topics from the broader course material are clearly, thoroughly, and seamlessly integrated into the argument to develop a persuasive argument and demonstrate a holistic understanding of subject. Supporting material is of exceptional quality and quantity. Define key terms (and cite your source), provide specific examples, and integrate outside sources to strengthen and support your claims. Make sure each paragraph in this section is at least 3 sentences.

**Christian Worldview**

Discuss the implications of applying a Christian perspective in how you approach your work as a business professional. Define key terms (and cite your source), provide specific examples, and integrate outside sources to strengthen and support your claims. Make sure each paragraph in this section is at least 3 sentences.

**Conclusion**

 Every essay should have a solid conclusion. When you write a paper, you want to do three things: tell the reader what you are going to tell them (introduction), tell them (the actual body of your essay), and tell them what you told them (conclusion). The conclusion should be at least 3 sentences and summarize what you discussed in your essay.

References

Schermerhorn, J. R. (2014). *Exploring management* (4th ed.). Hoboken, NJ: John Wiley & Sons, Inc.

Uhl-Bien, M., Schermerhorn, J. R., & Osborn, R. N. (2014). *Organizational behavior* (13th ed.). Hoboken, NJ: John Wiley & Sons, Inc.