Final Paper

Description
The Final Project requires you to incorporate all aspects of the course as you evaluate your organization’s Human Resources policies, programs, and procedures. You will determine if these elements are sufficient to support the organization’s overall goals and strategies.

Use company policies, handbooks, etc. and other written resources as primary documentation. You should also make sure to interview the HR Manager and other relevant leaders. In your analysis, you will use relevant research (websites, articles, texts, etc.) to support your arguments.

Directions
Address the following:
1. Determine your organizations’ goals and strategies.
   Useful resources will include:
   a. Mission Statements
   b. Goals and objectives stated via company handbooks, websites, e-mails or newsletters, meetings, or in your interview with the HR manager or other relevant leaders
   c. Plans that the organization uses to forecast for future needs as it relates to nursing professionals.
2. Identify the organizations’ HR policies, programs and procedures.
   You should examine any and all policies and programs that address:
   a. recruiting, training, on-boarding and development
   b. performance management
   c. labor relation (union v. non-union)
   d. employee termination
   e. workforce diversity
3. Finally, you will determine if the HR policies, programs and procedures are sufficient to support the organization’s overall goals and strategies. If so, how do they align with these goals? If they fall short, be sure to suggest recommendations and improvements. This is the most important part of your paper. It is where you will be evaluating your organization’s human resource practices.
Assignment Requirements

1. Minimum of 10–12 pages with support from the research to indicate a thorough analysis was completed.
2. Include a Title and References page (this does not count towards the minimum page count above).
3. Include a minimum of six scholarly references

Before finalizing your work, you should:
- be sure to read the Assignment description carefully (as displayed above)
- consult the Grading Rubric (under the Course Home) to make sure you have included everything necessary;
- use spelling and grammar check to minimize errors; and
- review APA formatting and citation information found in the KU Writing Center, online, or elsewhere in the course.

Your writing assignment should:
- follow the conventions of Standard American English (correct grammar, punctuation, etc.);
- be well ordered, logical, and unified, as well as original and insightful;
- display superior content, organization, style, and mechanics; and
- use APA 6th edition format for organization, style, and crediting sources including:
  - properly formatted header
  - 12-point, double-spaced, Times New Roman font
  - use of in-text citations
  - title page and reference page
  - use of headings (if applicable)

To view the Grading Rubric for this Assignment, please visit the Grading Rubrics section of the Course Home.

Due: submit to the unit Dropbox before midnight, on the last day of the unit (Day 7).