**Create a human resources management implementation plan**

This assignment relates to the following Course Learning Requirements:

CLR 11 -- Summarize the key responsibilities of human resources in an international context

CLR (all) -- demonstrate understanding of Human Resource Management concepts

**Objective of this Assignment:** To apply course concepts to a scenario that requires the implementation and application of a strategic human resources management plan.

For this assignment, read the following scenario:

You are the Divisional Lead of Human Resources at a large international mining firm with operations located throughout the world. Because of the growing labour shortage, you send Canadian workers to remote countries and communities to recruit and sponsor newcomers to Canada to work in the Canadian operations in order to build their capacity and ease your skilled trades’ gap. You also deploy Canadian workers to remote countries and communities to work in management positions. In assignment 3, your organization adopted a new compensation structure for the organization that has been largely successful thanks to your efforts, and in fact, 8 out of 10 locations have demonstrated improved performance and productivity.

Unfortunately, the last two locations have not received the changes in compensation very well. Both sites are overseas. As the Lead of Human Resources, you understand that human resources management is an applied practice and that to navigate and lead through this possible crisis, you must understand how technology, laws and company policy will either remedy or worsen the situation.

Complete the following tasks:

Your task is to create a human resource management program for your company to bring the two outlying sites on-side with your goals. Your approach will be to create:

1. an employee recruitment, performance management and selection policy
2. establish an organizational chart to design a new HRM team
3. an orientation and training program that re-engages employees
4. a communications strategy that builds shared purpose and understanding by outlining why a new compensation structure is required, supported by course concepts

The Assignment:

Create a paper that outlines the key elements of your plan and how you will apply your expertise to each, with the goal of quelling unrest at your remote country sites.

* Outline:
  + the three new policies
  + organizational structure for a new HRM team
  + an orientation and training program
  + a communications plan for the new compensation structure.
* Break your paper down into the key sections that must be covered and outline how you will use each section to appeal directly to your workforce in all countries by linking messaging back to shared goals across all countries and operations.

Notes:

* You must design the program from the scenario provided above. If there is information that you require that is not noted in the scenario, just make your own assumptions but ensure to note them in your assignment.
* The assignment details should be captured in 4 – 6 pages including the organizational chart for the HRM department.
* Include a cover page with the course code and course name, the assignment number, the title of your assignment, your student ID, your name, the instructor’s name, and the date the assignment is created.
* Ensure your first page has the title at the top of the page and the sections of your report have headings and subheadings to chunk your paper into sections for each of the topics you are writing about.
* Font should be either Calibri or Arial, 11pt. Text must be double spaced.
* You must cite all your sources of information using APA formatting. Remember, personal communications from a professional in the field count as a reference source.
* Create a separate reference page that lists all of your sources that you have cited in text.

**Hints to be included:**

The assignment content demonstrates an exceptional understanding of the concepts and themes regarding the creation of a plan to implement a human resource management strategy for your organization.

The finished paper includes:

* a policy that includes an approach or reference to recruitment, selection and performance management (3 elements)
* the creation of a HRM team organization chart (jobs and titles)
* an orientation and training program (5 key learning takeaways for employees)

a draft communication strategy to the employee group explaining the changes to the new compensation structure (3 key messages

* Clear, concise application of course content to demonstrate understanding of topic
* All ideas are clearly developed, organized logically, and connected with effective transitions
* Explores ideas, supports points fully using a balance of evidence, uses effective reasoning to make useful distinctions
* All relevant course and topic links are made
* Formatted as per assignment details
* Structure and format enhances delivery of the information
* Clear language is used which leads to easy readability
* Correct grammar and spelling is consistently used
* No issues with APA using citations or references.