

Human Resource Management / Assessment Essay

Please choose one topic for your essay. Please use wordcount: 2000 +/- 10%.

Please make sure that you follow the rules for academic compositions. Only use valid academic sources, make sure that your sources are correctly cited where applicable and don't forget to list them in your source list.

Please also format the essay professionally. Please put your name on the title and each page, and don't forget page numbers!!!

1. What is globalization? Why should globalization concern human resource management? Discuss and explain.
2. Outline the factors to be evaluated before a major computer supplier outsources software development to a developing country. Discuss and evaluate the pro's and con's and explain your position.
3. How will demographic trends affect employment in the Western world in the next decade? What can HRM do to plan ahead? Which strategies and methods can HRM use to efficiently cope with the challenges?
4. How would you implement a major reorganization in a large company involving a change from a tall, hierarchical structure to a flatter organization based on self-managing teams?
5. Explain the difference between organizational 'culture' and 'structure'. Is there a difference between the concepts? And if so, how do they relate to each other?
6. Is it possible to demonstrate that human resource strategies are vital for business success? In which areas might that be the case? Explain and discuss.
7. What are the best ways of obtaining basic candidate information? Clarify your interpretation of the work 'best'. What are you mainly looking for in the recruitment process? Why?
8. Is it possible to guarantee equality of opportunity in a resourcing process? Why, or why not? Explain and discuss.
9. Which performance evaluation methods do you know? Which of these would you prefer and maybe combine? Why? Explain and discuss.
10. Should executive directors be paid on a different basis from other employees? Should everybody be paid performance-related? Why, or why not? Discuss and explain.
11. Why is training and development meanwhile a most important success factor in talent management? Explain and discuss the most important methods to support the high potentials in an organization.