

Workforce planning worksheet hrm 531



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1 Individual Assignment: Career Development Plan IV—Compensation

Because InterClean is embarking on a new strategic direction, upper management has asked you to suggest a new compensation plan specifically for your team. Propose your ideas and rationale to the human resource department manager for approval.

Resources: The Management Behavior, Career Development Plan Part I—Job Analysis and Selection, Career Development Plan Part II—Development of a Training and Mentoring Program, and Career Development Plan III—Performance and Career Management assignments

Review the Management Behavior assignment, completed Week One; the Career Development Plan Part I—Job Analysis and Selection assignment, completed Week Two; the Career Development Plan Part II—Development of a Training and Mentoring Program assignment, completed Week Three; and the Career Development Plan III—Performance and Career Management, completed Week Four.

- Write a 700- to 1,050-word proposal that includes the following information:
 - Describe a new compensation plan for your employment team.
 - Explain why your pay system will work.
 - Describe three components of a total rewards package that would motivate employees to reach peak performance.

HRM 531 Human Capital Management Week 1 To Week 6

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HRM 531 Week 4 Apply Workforce Planning

Imagine that you are the Talent Management Director of an organization.

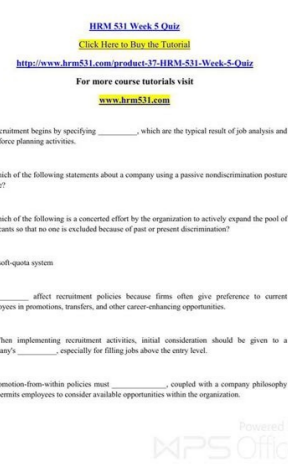
Create a 12- to 15-question organizational development needs survey using Microsoft® Forms.

Include questions that ask leaders to evaluate their teams, team members, and to rate themselves.

Questions could include items referring to: specific job skills and competencies

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HRM 531 WEEK 3
Compensation and Benefits Strategies Recommendations Complete the Compensation an...



[HRM 531 Week 4 Individual Assignment Career Development Plan Part III Performance and Career Management. \(Uop\)](#)

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Product Description

For this portion of the assignment, create a performance and career management program for the employees selected for your team.

Resources: The Management Behavior, Career Development Plan Part I—Job Analysis and Selection, and Career Development Plan Part II—Development of a Training and Mentoring Program assignments

Review the Management Behavior assignment, completed Week One; the Career Development Plan Part I—Job Analysis and Selection assignment, completed Week Two; and the Career Development Plan Part II—Development of a Training and Mentoring Program assignment, completed Week Three.

Create an appraisal form, no more than two pages in length, that you may use to evaluate the performance of each new employee on your team.

Prepare a 700- to 1,050-word report on a career management plan for your new employees. Be sure to include the following information in your report:

- Explain how feedback is given to each employee. What opportunities are provided to the employee after the feedback is given?
- Explain how will you help the employee reach a higher level of performance.
- Explain if opportunities for advancement, such as promotions or educational opportunities to increase skills, are available.
- Explain if flexible opportunities are available for dual career parents.
- Explain your adaptation to your team's diversity in terms of each person's career. How would you handle each member?

and competencies employee qualifications breadth or available Click on the "Share" tab and copy the link or form to be completed. For illustration, we selected a candidate to come on board as a marketing manager. Dan Pink stated that there are 3 factors of intrinsic motivation which includes autonomy, mastery and purpose, but the key component is autonomy, which is the power or right for someone or a group of individuals to oversee themselves (Pink, 2009). This can be achieved by setting up different types of organizational structures. For example, both a divisional and functional structures provide great autonomy as they provide the individuals within these components the freedom and control over the path and results (Murray, 2015).... For more classes visit www.snaptutorial.com 1. Individual Assignment: Career Development Plan Part I—Job Analysis and Selection InterClean has just merged with EnviroTech and, as a result, has taken on a new strategic direction. The company will no longer sell only cleaning products, but will also provide full-service cleaning solutions for organizations in the health care industry. As a midlevel sales manager, select new members for your sales team and create a development plan to help your team succeed with the company's new strategy. • Resources: InterClean–EnviroTech Merger Scenario, Week Two Student Road Map, and Employee Profiles • Review the InterClean–EnviroTech Merger Scenario on your student Web site. • Read the Week Two–Student Road Map on your student Web site for specific information you must include in the assignment and read the Employee Profiles on your student Web site for information on your potential employees. • Write a 1,050- to 1,400- word report that includes the following information: o Explain your job analysis information. o Describe your workforce planning system. o Identify your selection method, including its advantages and disadvantages. o Identify the five to seven employees you chose to represent your team and explain why they were chosen. Include their knowledge, skills, abilities, and what role you think they will play with your new team. Note: APA format is not required for this assignment; however, you must include a title page and references page. For more classes visit www.snaptutorial.com 1. Individual Assignment: Career Development Plan Part I—Job Analysis and Selection InterClean has just merged with EnviroTech and, as a result, has taken on a new strategic direction. The company will no longer sell only cleaning products, but will also provide full-service cleaning solutions for organizations in the health care industry. 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Include their knowledge, skills, abilities, and what role you think they will play with your new team. Note: APA format is not required for this assignment; however, you must include a title page and references page. Published on Aug 16, 2018For more course tutorials visit www.newtonhelp.com Select a company that has violated an HR law. Imagine that you are an HR manager within that organ... 300-2: Shared Certs, Effective Date: 02/03/2020 300-3: Details and Intergovernmental Personnel Act (IPA) Assignments, Effective Date: 07/22/2022 302-1: Employment in the Excepted Service, Effective Date: 10/30/2020 304-1: Appointment of Experts and Consultants, Effective Date: 06/05/2020 308-1: Student Volunteer Service Program, Effective Date: 02/12/2014 315-1: Probationary and Trial Periods, Effective Date: 08/19/2021 330-2: Priority Placement Programs (CTAP, ICTAP, RPL and PRL), Effective Date: 04/08/2020 362-1: Pathways Programs, Effective Date: 08/19/2021 OPM-HHS Pathways Programs MOU, 09/23/2020 1104-1: Delegated Examining Operations, Effective Date: 08/03/2020 OPM/HHS Interagency Delegated Examining Agreement 2011 OHR Guidance, Attorneys, Law Clerks, and Legal Interns, Effective Date: 06/17/2022 OHR Guidance, Schedule A Persons With Disabilities, Effective date 06/15/2020 OHR Guidance Post-Secondary Students and College Graduates, Effective Date 09/17/2021 351-1: Reduction in Force (RIF), Effective Date: 12/22/2020 412: Training Requirements for Supervisors, Effective Date: 10/30/2011 531-1: Setting Pay Based on Superior Qualifications and Special Needs, Effective Date: 12/10/2010531-1: Setting Pay Based on Superior Qualifications and Special Needs (DOC), Effective Date: 12/10/2010 531-2: Setting Salary: revision, Effective Date: 05/20/1996531-2: Setting Salary: revision (DOC), Effective Date: 05/20/1996 531-4: Within Grade and Quality Step Increases; consolidation of Instructions 531-4 and 531-5, Effective Date: 06/04/1996531-4: Within Grade and Quality Step Increases; consolidation of Instructions 531-4 and 531-5 (DOC), Effective Date: 06/04/1996 532-1: Pay Setting - Federal Wage System (FWS), Effective Date: 01/26/2009532-1: Pay Setting - Federal Wage System (FWS) (DOC), Effective Date: 01/26/2009 532-7: Establishment of Temporary or Seasonal Construction Pay Rates, Effective Date: 05/13/1986532-7: Establishment of Temporary or Seasonal Construction Pay Rates (DOC), Effective Date: 05/13/1986 537-1: Student Loan Repayment Program Policy, Effective Date: 03/19/2007537-1: Student Loan Repayment Program Policy (DOC), Effective Date: 03/19/2007 550-1: Premium Pay, Effective Date: 01/03/2010550-1: Premium Pay (DOC), Effective Date: 01/03/2010 550-3: Compensatory Time Off for Travel, Effective Date: 03/28/2008550-3: Compensatory Time Off for Travel (DOC), Effective Date: 03/28/2008 550-11: Compensatory Time Off for Religious Observances, Effective Date: 12/10/2020 550-12: Distribution of Federal Salary and Other Payments By Electronic Funds Transfer; establishment of new Instruction, Effective Date: 07/26/1996550-12: Distribution of Federal Salary and Other Payments By Electronic Funds Transfer; establishment of new Instruction (DOC), Effective Date: 07/26/1996 572-1: Payment of Travel and or Transportation Expenses; revision/consolidation, Effective Date: 01/06/2012572-1: Payment of Travel and or Transportation Expenses; revision/consolidation (DOC), Effective Date: 01/06/2012 575-1: Recruitment, Relocation and Retention Incentives, Date Issued: 09/30/2013 575-2: Reimbursement of Expenses to Obtain Credentials575-2: Reimbursement of Expenses to Obtain Credentials (DOC) 595-1: Physicians' Comparability Allowance, Effective Date: 12/19/2012 610-1: Establishing and Administering Hours of Duty, Effective Date: 12/02/2021 610-2: Temporary Closing of Work Places and Treatment of Absences, Effective Date: 05/30/2008610-2: Temporary Closing of Work Places and Treatment of Absences (DOC), Effective Date: 05/30/2008 610-3: Establishing Appointment Effective Dates, Effective Date: 10/21/2011610-3: Establishing Appointment Effective Dates (DOC), Effective Date: 10/21/2011 630-1: Leave and Excused Absence; amended, Effective Date: 12/17/2010630-1: Leave and Excused Absence; amended (DOC), Effective Date: 12/17/2010 990-1, Workplace Flexibilities, Effective Date: 02/09/2022 - non-bargaining unit employees 990-1.2: Telework Policy, Effective Date: 11/18/2011 - bargaining unit employees See Performance Management for HHS SES Performance Management policy (430-6) Miscellaneous

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