

Unit 9 Assignment: Final Project



Please use the [Final Project Template](#) for this Assignment.

For your Final Project you are to create a presentation detailing the factors that go into developing and implementing a successful HR strategy for a specific organization. The presentation might assist an HR strategist in implementing change in an organization.

Using your compilation of annotated bibliographies, Web readings, and research summaries, prepare a minimum 12 slide PowerPoint presentation providing an overview of the HR strategy with the components specified below.

Format

- A title slide
- An introduction slide
- Parts 1 through 4 of the Assignment Checklist
- A conclusion slide
- A reference slide
- At least 200 words minimum written APA 6th edition formatted explanation of the bullet comments in the “Note” section of the slide, per each slide, starting from your introduction through the conclusion/summary slides.

Content

- Remember to cite your sources (you must use at least six sources) using in-text citations. In-text citations and references must comply with APA 6th ed. guidelines.
- Your goal is to synthesize all your learning resources and demonstrate your knowledge by addressing Parts 1 through 4 below in your presentation. Use real-life examples when possible.
- Make sure to address your main points in the slide as bulleted items and explain your brief bulleted items with in-text citations in the “Notes” section of the PowerPoint slide.

Part 1

1. Provide a broad description of the value of understanding the strategic challenges and opportunities facing the organization today.
2. Describe the organization’s current HR strategy (based on the model provided in the text).

Part 2

1. Describe the elements needed for developing a competitive HR strategy in the organization.

2. Demonstrate an understanding of HR maturity level. Identify the current level of HR maturity in the organization.

Part 3

1. Describe how well the performance management system is aligned with the HR strategy. What are the key elements and processes implicating alignment of the human resources practices with HR strategy?
2. Describe how well the organization's approach to separation and retention are aligned with the HR strategy. What are the key elements and processes implicating alignment of the human resources practices with HR strategy?

Part 4

1. Describe the use of crafting the right organizational structure and work design to align with the HR strategy.
2. Describe the importance of assessing the culture of the organization to ensure the right HR-business strategy alignment.
3. Describe how strategic human resources decisions advance the business strategy in today's competitive marketplace.

Submit to the Unit 9 Final Project Dropbox.

| Unit 9 Assignment | | |
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| Criteria | Possible Points | Points Earned |
| Content, Focus, Use of Text, and Research: 50% Part 1 Provided a broad description of the value of understanding the strategic challenges and opportunities facing the business organization today. | 8 | |
| Described the organization's current HR strategy. | 8 | |
| Part 2 Described the elements needed for developing a competitive HR strategy in the organization. | 7 | |
| Demonstrated an understanding of HR maturity level and its influences in the work organization. | 7 | |
| Part 3 Described how well the organization's performance management system was aligned with the HR strategy. Described the key elements implicating alignment. | 7 | |
| Described how well the organization's approach to employee separation and retention was aligned with the HR strategy. Described the key elements implicating alignment. | 7 | |
| Part 4 Described the use of crafting the right organizational structure and work design to align with the HR strategy. | 7 | |
| Described the importance of assessing the culture of the organization to ensure the right HR-business strategy alignment. | 7 | |
| Described how strategic human resources decisions advance the business strategy in today's competitive marketplace. | 7 | |
| Analysis and Critical Thinking: 30% Responses demonstrated critical thinking and analysis and exhibited application of information. | 39 | |

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| Spelling, Grammar, APA Format: 20% Clear business writing. Spelling and grammar are acceptable. Effective use of APA. | 26 | |
| Total | 130 | |