Unit 5 Assignment: Systems Thinking

Systems' thinking allows an explicit understanding of social systems in the same way that engineering principles allow an understanding of mechanical systems. An HR strategy should view the organization as one system with the main goal of developing a plan for a value-added competitive advantage.

Based on your reading of the articles, describe the variables you will now consider as you examine how systems thinking has evolved and influenced HR and the workplace, and/or other appropriate references in a 2-3 page APA 6th ed. formatted paper (not counting the title and reference page) using the following checklist to formulate your paper:

1. Briefly describe systems theory and the advent of systems thinking.

2. Describe historical events or factors that have influenced systems thinking.

3. Discuss how these historical factors have influenced: a) society, b) human resources, and c) you as an individual.

4. Explain the advantages and disadvantages that systems thinking have demonstrated in the workplace.

5. Reinforce your personal opinions with **at least two** credible or scholarly research articles (not to exceed 10-15% of content).

To successfully complete the Assignment, the following are the minimum requirements:
- Complete a 2-3 page paper in APA format – 12 pt. font, double-spaced, indented paragraphs, citations, reference list, etc.
- Include introductory and summary paragraphs.
- Limit the use of direct quotations – instead, paraphrase and cite the author's work.
- Reinforce your personal opinions with **at least two** credible or scholarly research articles (not to exceed 10-15% of content).
- Demonstrate your understanding of the weekly objective(s) through your response.
- Ensure that a response to each question of the case study is included within your paper.

Directions for Submitting Your Assignment

Before you submit your Assignment, you should save your work on your computer in a location and with a name that you will remember. Make sure your project is in MS Word format, meets APA 6th ed. guidelines (e.g., in-text citations and references), and has an introduction and conclusion paragraph.

Submit to the Assignment Dropbox.

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Criteria	**Possible Points**	**Points Earned**
Content, Focus, Use of Text, and Research: 50% Described systems theory and where it came from.	4	
Described historical events or factors that have influenced systems thinking.	4	
Discussed how these historical factors have influenced: a) society, b) human resources, and c) you as an individual.	4	
Explained the advantages and disadvantages that systems thinking have demonstrated in the workplace.	4	
Reinforced personal opinions with **at least two** credible or scholarly research articles.	4	
Analysis and Critical Thinking: 30% Responses demonstrated critical thinking and analysis and exhibited application of information.	12	
Spelling, Grammar, APA Format: 20% Clear business writing. Spelling and grammar are acceptable. Effective use of APA.	8	
Total	**40**	