

BOHM
Mr. Chen

Assignment 5: HR Presentation for TKC

Situation

You are part of the human resources team at TKC Consulting. The Chairman, Mukharjee, has told you about the problems with Rao, Naik, and Aman (refer to the TKC case). The Chairman wants to prevent such problems from occurring again in the future, and he called on your team to prepare some recommendations.

Currently, employees are evaluated based on how much profit they bring to the company. The Chairman thinks that perhaps the performance appraisal method should be changed to emphasize collaboration and kindness, especially from managers towards employees.

The company also does not have an employee wellness program, but the Chairman is open to the idea as long as you can justify the investment.

Finally, the Chairman sees the need for company-wide training on topics other than technical investment knowledge. He wants to hear your opinions on what kind of topics to teach employees (hint: think about all the different topics we learned from units 1 to 3).

Your Task

Prepare a presentation to the Chairman. Your presentation should talk about

1: Performance Appraisal for Managers

- Actually, create the performance appraisal form and show it in your presentation
- Explain how your performance appraisal method will promote collaboration and kindness

2: Employee Wellness Program

- What will the wellness program have?
- Explain how your program will improve employee wellness.

3: Organization-Wide Training

- Recommend 2-3 topics for company-wide training
- For each topic, explain why it is important for TKC and give a little summary of the key points

Your presentation should be 9 to 12 minutes. Remember to engage the audience.

Self-Reflection

As with previous group projects, you will complete a self-reflection at the end. This time, the self-reflection will be about the performance formula: $\text{Performance} = \text{Motivation} \times \text{Ability} \times \text{Guidance} \times \text{Resources}$. Talk about how you tried to maximize these four factors and whether or not your performance went as expected and why.

Overall Expectations

1. Evaluate the role of human resources within an organization.

Learning Goals

1. Explain the strategies and concepts involved in developing and retaining a quality workforce.
2. Explain the nature and importance of performance appraisal within an organization.

Grading Criteria:

Knowledge & Understanding (25%)	The student shows knowledge of what makes a good employee wellness program.
Thinking (25%)	The student gives good explanations for the performance appraisal design.
Communication (25%)	The student's presentation is professional and engaging. The student meets time requirements.
Application (25%)	The student explains how the topics they picked for company-wide training applies to TKC. The student effectively used the performance formula.

Assignment 5 Rubric

Category	Level 1 50-59%	Level 2 60-69%	Level 3 70-79%	Level 4 80-100%
Knowledge/Understanding	<i>The student:</i>			
The student shows knowledge of what makes a good employee wellness program.	Demonstrates limited knowledge and understanding of employee wellness programs.	Demonstrates some knowledge and understanding of employee wellness programs.	Demonstrates considerable knowledge and understanding of employee wellness programs.	Demonstrates a high degree of knowledge and understanding of employee wellness programs.
Thinking/Inquiry	<i>The student:</i>			
The student gives good explanations for the performance appraisal design.	Performance appraisal design has limited effectiveness.	Performance appraisal design has some effectiveness.	Performance appraisal design has considerable effectiveness.	Performance appraisal design has a high degree of effectiveness.
Communication	<i>The student:</i>			
The student's presentation is professional and engaging.	The presentation has limited professionalism and audience engagement.	The presentation has some professionalism and audience engagement.	The presentation has considerable professionalism and audience engagement.	The presentation has a high degree of professionalism and audience engagement.
The student meets time requirements.	Meets time requirements +/- 2 minute	Meets time requirements +/- 1.5 minute	Meets time requirements +/- 1 minute	Meets time requirements +/- 30 seconds
Application	<i>The student:</i>			
The student explains how the topics they picked for company-wide training applies to TKC.	Applies chosen topics to TKC with limited effectiveness.	Applies chosen topics to TKC with some effectiveness.	Applies chosen topics to TKC with considerable effectiveness.	Applies chosen topics to TKC with a high degree of effectiveness.
The student effectively used the performance formula.	The student did not use the performance formula.	The student tried using the performance formula but did not do it well.	The student used the performance formula to improve team performance.	The student used the performance formula very well to improve team performance.