

MGMT 4101: Human Resource Management

Research Paper Guidelines

Research Paper (20%): Students will write 6-page (double-spaced, 12 point Times New Roman Font) research paper excluding references and cover page. You are to assume that you work for an organization that does not have a human resource department. The C.E.O has asked you to write a paper in support of the formation of a HR department. In essence, answer the question “why should the company support the formation of a HR department?” At the least, the paper should cover:

- What is HRM? – definition, what do HR professionals do, what are the major HR roles/tasks in an organization (About 1-2 page)
- Why is managing human resources important (compared to other resources) (0.5 – 1 page)
- Contributions of HR efforts to productivity and competitiveness of companies (find articles that link HR functions and organization performance). Provide evidence or make a case that HR programs do contribute to organizational performance (3-6 pages)

Some extra guidelines

Body of the Paper

Organize your paper according to the three bullet points provided above. The biggest portion of the paper should focus mostly on providing evidence of contributions of HR programs to productivity and competitiveness of companies. Hence, spend between 1-1.5 pages on the introduction to the field of HR and its roles within the organization. The rest of the paper should focus on answering the question “Does Human Resources Management make a difference in promoting productivity and competitiveness of companies?”

Proof-read your paper to make sure it is free of grammatical errors and sentence construction issues.

References:

Have a minimum of 6 references. These references will be from:

- Management Academic Journals (such as Human Resource Management, Academy of Management Executive, Management and Organization Studies, Human Resource Development Quarterly, Human Resource Development International etc).

And

- Practitioner Oriented publications (such Wall Street Journal, Forbes Magazine, Fortune Magazine, Business Week Magazine etc).

Citation Style:

You can use either MLA or APA citation style in your writing.

APA

<http://owl.english.purdue.edu/owl/resource/560/06/>

<http://owl.english.purdue.edu/owl/resource/560/07/>

MLA

<http://owl.english.purdue.edu/owl/resource/747/07/>

<http://owl.english.purdue.edu/owl/resource/747/12/>