**Individual Application, Reflection, and Synthesis Paper Instructions**

Write a 1,000-word paper that applies, reflects, and synthesizes the following questions:

1. What does Keller mean when he claims that work is intended for both “cultivation” and for “service?” Why are both purposes critical for us to consider as Christian business practitioners and academics? Especially relative to HRD?
2. Hardy provides a quote from the Apocrypha (Ecclesiaticus or Sirach 38:34, NOT canonized as part of the Bible) as introductory to his book, and the title of his book is pulled directly from this quote. How does this quote, along with Genesis 1:27 from the Bible, provoke Christian worldview thinking regarding HRD as a key focus for any business organization?
3. Analyze and assess the differences between a traditional/administrative view of HRD and a contemporary/strategic view of HRD. How does Christian worldview thinking apply here?
4. How do Equal Employment Opportunity-related statutes inform HRD practice? What are 2 or 3 key ways that the Bible and the creation-fall-redemption-consummation meta-narrative delineate both the inherent “righteousness” of, and the pragmatic “necessity” of, EEO statutes?
5. Review Reading 2.1 and Reading 3.1 from Mello (2019). What are 3 or 4 primary claims of both readings regarding human capital and employee engagement? Synthesize these claims/findings with Keller’s and Hardy’s introductory thinking regarding the importance of working in business (as “vocation” or “calling”) in God’s world.

**Required Sources**

You must use the course texts as well as articles from scholarly and practitioner journals. Be sure to use current APA format, and include in-text citations for the following sources:

* At least 2 citations from Mello (2019).
* At least 2 citations from Hardy (1990).
* At least 2 citations from Keller (2012).
* At least 2 citations from related scholarly journals (e.g. Human Resource Development Quarterly, Human Resource Development Review, Human Resource Management Journal, Journal of Applied Psychology, Journal of Strategic Human Resource Management, Journal of Biblical Integration in Business, Christian Scholars Review),
* At least 1 citation from a related trade/practitioner publication (e.g. Harvard Business Review, HR Magazine, T&D Magazine, Business Week, Wall Street Journal).

Submit this assignment by 11:59 p.m. (ET) on Sunday of Module/Week 3.

Hardy, L. (1990). *The fabric of this world: Inquiries into calling, career choice, and the design of human work*. Grand Rapids, MI: William B. Eerdmans. ISBN: 9780802802989.

Keller, T. (2012). *Every Good Endeavor: Connecting Your Work to God’s Work*. New York, NY: Dutton/Penguin Group. ISBN: 9780525952701.

Mello, J. A. (2019). *Strategic human resource management* (5th ed.).Mason, OH: South-Western. ISBN: 9781337887243.