***Purpose***

Homework assignments allow students to delve deeply into topics and critically assess current staffing practices. The assignments provide an opportunity for students to write a short essay response to questions posed in each assignment.

***Format***

For selected chapters, students will read the textbook end-of-chapter case or other assignment and prepare and submit a 2 to 3 page written response (**minimum 700 words**) to specific questions about the staffing practices explained in the case. Cases/assignments can be found on the cited pages in the textbook. There are THREE (3) homework cases during the semester. Each case is worth a maximum of 30 points.

***Contribution quality***

Each student will evaluate the specifics of the case scenario or questions presented in the text. There are typically 2 or 3 questions relative to the case or assignment that you will answer. Respond to the questions with facts or opinions regarding how you assess the staffing practice(s). You are STRONGLY encouraged to reference theories or concepts presented in the textbook and to show those linkages.

While using the textbook to help generate your response is fine, it is not acceptable to just copy and paste directly from the text or any other resource unless it is absolutely necessary. Demonstrate your understanding of the concepts by rephrasing the ideas in your own words. It is also EXPECTED that you will research beyond what the textbook states. You can find relevant information on the SHRM website and many other resources. The textbook presents some core information about these concepts and theories, but you should expand your reach and look beyond that. Earning the maximum credit for “research” requires a minimum of four (4) high-quality resources; the textbook is NOT a resource that will earn you any credit.

Keep in mind that Wikipedia is NOT a resource. Also, you will receive ZERO credit for using sources such as chegg.com or coursehero.com or other services that provide exemplar responses to these cases (whether you cite them or not). In fact, using those resources will earn you a ZERO grade for the assignment since they are illegitimate resources that violate the university integrity guidelines. It is up to you to consider the facts of the case along with your research to make your recommendations.

As we advance through the semester, you are encouraged to incorporate theories, concepts, and practices that you have learned along the way. Do not restrict yourself to simply what is discussed in the chapter for which you are responding. When faced with a HR-related situation on the job, it rarely falls neatly into a narrow topic area. Relate back to earlier material and integrate it into your response to demonstrate a true understanding of how to resolve the issue.

***Submission guidelines***

All submissions will be passed through the Turn-it-in plagiarism checking website. Do not take shortcuts by seeking out someone’s posted response to the case on the internet. Researching and responding to the homework case assignments is actually good preparation for course exams and for your professional career.

You are encouraged to download and save the document you are reading (Homework Cases). All case questions are printed below. It is most efficient to simply enter your responses in the blank space between questions. Cut out the irrelevant sections, save the WORD document with the naming convention (yourlastname\_case#). Substitute your own last name for ‘yourlastname’ and enter the case number (the first case is 1, the second is 2, etc.). So, for example, I would name my file “meglich\_case1” for the first case. DO NOT SUBMIT PDF FILES.

There are links on Canvas to submit each case. Follow the links on Assignments and submit your responses there. DO NOT EMAIL YOUR RESPONSES TO THE PROFESSOR. Submit by 10:00 p.m. on or before the due

date(s).

The table below provides a snapshot of the case details and due dates.

|  |  |  |
| --- | --- | --- |
| ***CHAPTER REFERENCE*** | ***ASSIGNMENT NAME*** | ***DUE DATE*** |
| Chapter 5  Page 139 | Dealing with a Nursing Shortage | July 21 by 10:00 p.m. |

**Homework 2 – Chapter 5/page 139 – Strategy Exercise #1 (Nursing shortage)**

**PLEASE NOTE THAT THIS IS AN INDIVIDUAL ASSIGNMENT; Ignore the text instructions that state that you would work as a group.**

**Due July 21 by 10 p.m.; Submit on Canvas under Assignments**

Read Strategy Exercise #1 on page 139 (end of Chapter 5) in the textbook. Research the current staffing shortage for nurses in your local area (this may or may not be Omaha). Respond to the following questions:

1. What is the current staffing situation for registered nurses in your local area? Provide specific information relative to this question drawn from the personal research you conduct.
2. Develop an action plan to strategically address this shortage. Consider that nurse training involves a minimum of four years of study. Your action plan time horizon should therefore account for that.
3. What are your suggestions to improve the quantity and quality of available nurses over the next two decades? Be creative and consider not only human solutions, but possibly using technology to fill the skills gap.

GRADING RUBRIC

I. TASK COMPLETENESS (20)

CONTENT – 20 POINTS POSSIBLE \_\_\_\_\_\_\_\_\_\_

1. Quality of analysis (4)

2. Completeness/thoroughness of responses

to questions (8)

3. Linking to supporting resources, theories, frameworks,

or models (4)

4. Research beyond textbook. Minimum of

four high-quality references needed for maximum

credit (4)

II. PROFESSIONAL PRESENTATION (10)

SUBMITTED MATERIALS – 10 POINTS POSSIBLE \_\_\_\_\_\_\_\_\_\_

1. Formatting and organization of paper (1)

2. Appropriate vocabulary and business-appropriate

grammar (2)

3. Clarity of writing (2)

4. Appropriate in-text citations and

APA-format bibliography (4)

5. Response meets 700 word minimum (1)

III. YOUR TOTAL SCORE (30):

Task Completeness (20) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Professional Presentation (10) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

TOTAL (30) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_