

June 4, 2019

Mid-term Assignment of HRM II (GBP)

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1. Assignment

- Read the text (the section of “SITUATION” in particular) of “28 Exercise: Which Employee Should Be Terminated?” in Nkomo et al. (2011) *Human Resource Management Applications: Cases, Exercises, Incidents, and Skill Builders, 7th edition*. South-Western. You can download the file from H'etudes (授業支援システム). Then answer the following two questions.

- (1) Suppose that you are Harvey Stanton, and that you are free from any external regulations or social norms concerning dismissals. Then which employee are you going to dismiss? Explain the reason as well.
- (2) Suppose again that you are Harvey Stanton, but this time, you are subject to certain government regulations or social norms concerning dismissals. You can specify any realistic regulations or social norms (say, they could be ones of a country you are familiar with). Explain what they are. Then, under those constraints, which employee are you going to dismiss? Explain the reason as well.

2. Submission

- Type your answer on an A-4 sized paper clearly, in one page, or at most two pages, and submit it to the following address as an attached file: okunishi@hosei.ac.jp
- The due date is: June 23, 2019.

3. Notice

- This assignment should be your own independent work. In writing a report, note that plagiarism is severely punished. Never do that. Distinguish carefully which is your own work and which is others'. When you use others' work, cite or refer to it precisely.