

July 9, 2019

Spring 2019 Final Assignment of HRM II (GBP)

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1. Assignment

- Please answer the following two questions.

(1) Question 1

- Read the following text (the section of “BACKGROUND” in particular): “31 Exercise: Work and Family Issues” in Nkomo et al. (2011) *Human Resource Management Applications: Cases, Exercises, Incidents, and Skill Builders, 7th edition*. South-Western. You can download the text from H'etudes (授業支援システム).
- Then propose appropriate policies or programs to reconcile work and family life at Sunshine Health Services.
- The proposal should have five most important policies or programs with specific details, which include different time frames (i.e., short-term, intermediate-term and long-term), in order of priority. Note that do not use Form 2.3 directly, but write down in complete sentences.
- Your proposal will be evaluated based on the following viewpoints: effectiveness to achieve work-family balance, and desirability or feasibility of the proposal (e.g., benefits and costs to the organization and some representative groups of employees), among others.

(2) Question 2

- From the course subjects of HRM II, pick up three features of Japanese HRM policies, practices or regulations, which you think interesting or worthwhile to discuss. Then, for each of them, explain what it is; why you chose it; and what you think of it, either positive, negative or both.

2. Submission

- Type your answer on an A-4 sized paper clearly, in two pages, and submit it to the following address as an attached file: okunishi@hosei.ac.jp
- The due date is: July 21, 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.