ASSIGNMENT QUESTION

Programme:	**Executive MBA**
Module Code & Name:	**EMBSHRM – Strategic Human Resource Management**
Business School:	**IEMD Graduate Business School, Spain**
Course Leader:	
Title:	**Strategic HRM at the Mayo Clinic: A Case Study**

Assignment Tasks:

Before Attempting Your Assignment

I. You are required to read and understand the contexts of the Executive MBA Strategic Human Resource Management course for an understanding of the concepts before attempting this assignment.
II. You are required to read the attached Case Study: "Strategic HRM at the Mayo Clinic: A Case Study".
III. You may also make reference to other pertinent published articles over the web and books. In such cases, you need to properly cite the references in accordance to the **Harvard Referencing System**.
IV. You are required to conduct a literature review and research for an appropriate Strategic HRM model for adoption to address the issues required in this assignment.

Assignment:

1. Analyse the case study and express in your own words, what are the relevant strategic HRM deployment being utilised by the Mayo Clinic in the case study.
2. Make a study of your local hospital's Human Resource Management status, commenting on the HRM strategies deployed and compared to the Mayo Clinic's given in the case study.
3. Recommend some measures and action plans that you deem effective in raising the level of human resource management in the local hospital chosen and explain why you would choose such recommendations and measures.
4. Identify the challenges the local hospital may experience in implementing your recommendations and how these challenges will be managed.

The word count is 5,000 words (+/- 10%) with indexed headings & subheadings in the following format:

- A Cover Page
- Table of Contents
- Introduction
- Body
- Conclusion
- Reference Section

The **Harvard Referencing System** must be adopted with in-text citations.

Further Instructions for Assignment.

1. The general assessment criteria are: Substance, Originality of work, Presentation, Use of illustrations / examples, where appropriate.
2. Independent research on the relevant topics is encouraged.
3. Special consideration would be given to students who demonstrate an in-depth analysis of the questions.
4. Candidates who simply regurgitate their answers from sources may risk getting a poor mark and may risk failing the paper outright if plagiarism is detected.
5. Any similarities between individual assignments will result in a fail grade.
6. The presentation format should be:

- Top, Bottom margins : 1"
- Left margins : 1.25"
- Right margin : 0.8"
- Header & Footer : 0.5"
- Printing : Single Page A4 size
- Vertical spacing : Double
- Font type & size : Times Roman 12 pt
- Binding : Comb
- Page numbering : Page x of y (right justified in footer)

7. Retain a copy of your assignment.
8. You are required to submit a labelled soft copy of your assignment.

Legends for Term Used

Terms	General Description of Work Presented
Excellent	• Relevant issues consistently identified/discussed/analysed to a very high standard with very clear explanations/rationale/justification. • Very strong evidence of wider reading with relevant citations used providing very strong insights into the topic of discussion. • Critical analysis very well developed with strong identifications of pros and cons and the impact/implications of both to the issue at hand. • Very professionally and creatively presented quality of work that is very neat and tidy with very coherent flows of arguments.
Good/Strong/Clear	• Relevant issues consistently identified/discussed/analysed to a high standard with clear explanations/rationale/justification. • Strong evidence of wider reading with relevant citations used providing strong insights into the topic of discussion.

	• Critical analysis well developed with good identifications of pros and cons and the impact/implications of both to the issue at hand. • Some professionalism and creativity shown in the quality of presentation with work that is neat and tidy with coherent flows of arguments.
Some / Fair / Somewhat	• Relevant issues consistently identified/discussed/analysed to a satisfactory standard with good explanations/rationale/justification. Some inconsistencies. • Some evidence of wider reading with relevant citations used providing good insights into the topic of discussion. • Critical analysis somewhat developed with some identifications of pros and cons and the impact/implications of both to the issue at hand. • Some professionalism and creativity shown in the quality of presentation with work that is somewhat neat and tidy with some coherent flows of arguments.
Poor / Little / Partial	• Relevant issues consistently identified/discussed/analysed to an inconsistent standard with poor explanations/rationale/justification. Many inconsistencies detected. • Little evidence of wider reading with relevant citations used providing little insights into the topic of discussion. • Critical analysis poorly developed with little or no identifications of pros and cons and the impact/implications of both to the issue at hand. • Little professionalism and creativity shown in the quality of presentation with work that is NOT neat and tidy with incoherent flows of arguments.