**Legal Issues / Personnel & Organization**

Order 1604291

Description

Legal Issues and Disciplinary Actions Assignment Details You will create this assignment following the Assignment Detail instructions below. You have been in your role as Human Resources Manager of Acme Manufacturing for 6 months now. The employee hostilities that existed when you started your job have been resolved. The training was provided to all employees about expected behaviors and disciplinary actions, and the organization is now well-aware of requirements. The shift workers have received disciplinary action resulting in a written warning and now understand the importance of appropriate behavior in the workplace. The shift workers are now back at their jobs and are happy to be there! There has been little communication regarding how the company is doing since your arrival as the Human Resource Manager of Acme Manufacturing. Leadership of the company has noticed this as well, and the CEO has called you to her office for a meeting. The CEO explains that the company does not have a compensation structure for the non-represented management employees. She explains that there is a need for an overall job analysis process and that this work must be completed and approved by the board during its meeting in 2 months. She hands you a report from an external consultant to the board's Compensation Committee outlining the elements needed, as follows: Develop and explain the different requirements that could be used in the recruitment and selection process for managerial positions in the corporation. This should include a discussion about what may be unique about managerial requirements as compared to other roles. Explain the important steps of job analysis, job design, job description, and job specification as they relate to this project. Ensure that you provide substantial detail in your response. How would you evaluate the relative worth of these management jobs in the company using the job evaluation process? Where would these managerial roles fall within the company’s compensation structure? Ensure that you explain how you made this decision. Prepare a 5–7-page report for the CEO that responds to the 3 requirements listed above. The report will be given to the Board of Directors, so it must be formatted professionally, and you should cite any references used in proper APA format.