HRM Effectiveness Improvement Plan Paper details: Complete your 15–25-page final capstone project plan and a 5-10 slide PowerPoint presentation synthesizing your research and summarizing your plan for improving effectiveness. The field of HRM has experienced many opportunities and challenges in recent years. HRM has moved from being an administrative function to being a role that demands a number of new and challenging competencies. The HRM literature suggests that the profession faces a critical time. With more organizations downsizing, outsourcing, or eliminating their HRM functions, clearly HRM professionals must seize the opportunity to solidify with other senior management their role as strategic partners. Review your own experiences with HRM. There are many important HR functions and programs to assess. The most important question may be whether HRM in your organization, or based on your reading, has become this strategic partner within an organization. More important, does HR leadership exhibit the competencies necessary to lead an organization through a period of more uncertainty and change? As you complete your course project, imagine yourself as an HRM leader who must lead and enhance the role of HRM in your organization. Think about what employees and senior managers need to know about a strategic HRM function.