The Challenge of Attracting and Retaining quality employees. Assignment: Team Project Points: 150 points total, divided across the team contract (5), checkpoint #1 (5), checkpoint #2 (20), paper and presentation (110), peer rating (10). Task: Work in groups of 4ish to analyze and report on a HR trend/challenge. Using scholarly research and other reputable sources, you must describe the trend/challenge, and, where appropriate, potential causes and solutions. Your work will be documented in a 10-12 -minute presentation and a 7 – 10-page paper (double-spaced, excluding references). Steps: 1. Form your team. 2. Complete your team contract. 3. Checkpoint # 1: Identify a current trend/challenge relevant to HRM (e.g., diversity and inclusion, pay inequity, workforce management post-COVID, artificial intelligence). 4. Conduct a thorough review of the topic, exploring the issue/trend from all sides and integrating this with information from class. Your paper and presentation should address the following: a. How would you describe the trend/challenge? How is it related to HRM? What impact does it have on HRM? b. What are the potential causes and/or history of the trend/challenge? c. Providing specific recommendations, how can the trend/challenge be addressed? d. What are the potential negative consequences of not addressing the trend/challenge? Are there any potential negative side effects of your recommendations? If so, how can they be mitigated? 5. Checkpoint #2: Draft an outline and tentative reference section. 6. Write your team project paper: Document your review in a paper that is 7 – 10-pages. This paper should be double-spaced. 7. Based on your paper, develop a 10 – 12-minute team project presentation. 8. After delivering your presentation, complete the team project peer review. A Note on References: 1. You must use at least 3 peer-reviewed/scholarly references. 2. You must cite your textbook. 3. You may also use other reputable sources, such as practitioner resources. All resources you use should be reputable. 4. You must have a reference section and, where applicable, in-text or footnote citations. References should be formatted in APA or Chicago style. a. Remember – any information from another source needs to be cited – not just quotes!