

## SUGGESTED TERM PAPER TOPICS

### Topics:

1. HR Management in Small Organizations
2. HR Management in the 21<sup>st</sup> Century: Challenges for the Future
3. The Impact of Information Technology on HR Management: Opportunities and Challenges
4. Demographics of the Workforce: Analysis of Trends and their Implications for HR
5. HR as a Strategic Business Partner
6. HRMS: Purposes and Uses
7. International Outsourcing: When Does It Make “Cents?”
8. HR Ethics: An Examination of Key Issues
9. Preparing for a Career in HR Management
10. HR as a Profession - A Look at Professional Associations and Certifications
11. HR Competencies
12. Global Competitiveness and Strategic HR
13. Organizational Effectiveness and Strategic HR
14. Environmental Scanning: How to Do It and What to Look For
15. Assessing the Internal Workforce for HR Planning
16. Forecasting HR Supply and Demand
17. HR Planning in Mergers and Acquisitions
18. Managing a HR Surplus Situation
19. Measuring HR Effectiveness Using HR Metrics
20. The Psychological Contract: The Changing Nature of Employee-Employer Expectations
21. Generational Differences: Challenges for the Organization
22. Understanding Job Satisfaction, Loyalty, and Commitment
23. Understanding, Measuring, and Controlling Employee Absenteeism
24. Understanding, Measuring, and Controlling Employee Turnover
25. Understanding Individual Employee Performance Factors
26. Understanding Drivers of Employee Retention
27. Managing and Measuring Employee Retention
28. An Evaluation of Title VII of the Civil Rights Act of 1964: Has It Accomplished Its Purposes?
29. What Is and What Is Not a Bona-Fide Occupational Qualification (BFOQ) under EEO Laws
30. Understanding Legal Standards Applied to Two Types of Discrimination: Disparate Treatment and Disparate Impact
31. The Civil Rights Act of 1991 – How Does its Changes Effect the Workplace
32. Laws on Gender Discrimination: Pregnancy Discrimination and Pay Equity
33. Who’s Disabled and Who’s Not: A Look at EEOC Guidelines and Court Decisions
34. Age Discrimination in Employment: ADEA and OWBOA Requirements
35. Immigration Reform and Control Acts – Requirements and Issues in the Workplace
36. Key Issues with Religious Discrimination in the Workplace
37. Genetic Bias Regulations – What are the Workplace Issues?

38. Regulating Your Physical Appearance: Dress Codes, Height/Weight Restrictions, and Other “Appearance” Issues
39. Sexual Orientation Discrimination and the Law
40. Military Status and the Law
41. Equal Employment Opportunity Enforcement: Agencies, Policies, and Processes
42. Compliance Approaches to the Uniform Guidelines on Employee Selection Procedures
43. Understanding Validity Concepts and Equal Employment
44. The Case for Continuing Affirmative Action
45. The Case Against Affirmative Action
46. The Glass Ceiling, Glass Walls, Glass Elevators: Breaking the Glass
47. Sexual Harassment and Workplace Relationships
48. Religion and Spirituality in the Workplace
49. Approaches to the Management of Diversity
50. Diversity Training: The Positives and Negatives
51. Nature and Consequences of Job Design
52. The Relevance of the Job Characteristics Model of Job Design
53. Job Design Issues for Team-Based Work
54. Job Design, Work Schedules and Telework
55. Task-Based and Competency-Based Job Analysis: How to Choose
56. A Comparison of Three Approaches to Gathering Job Information: Observation, Interviewing, and Questionnaires
57. Computerized Job Analysis: Advantages and Disadvantages
58. Behavioral and Legal Aspects of Job Analysis
59. Labor Markets and Recruiting Issues
60. Organization-Based vs. Outsourced Recruiting
61. Regular vs. Flexible Staffing: Making Use of Contingent Workers
62. Recruiting Source Choices: Internal vs. External Recruiting
63. College Recruiting: Maintaining a Corporate Presence on Campus
64. Internet Recruiting: Advantages, Disadvantages, and Legal Issues
65. Recruiting Evaluation and Metrics
66. The Employment Selection Process: An Overview of Key Issues
67. Realistic Job Previews: Should You “Tell It Like It Is?”
68. Selection: Preemployment Screening
69. Selection: A Close Look at the Use of Application Forms and Resumes
70. Selection: A Close Look at Employment Testing
71. Selection: A Close Look at Employment Interviewing
72. Selection: A Close Look at Background Investigations
73. Drug and Genetic Testing in Selection: Legal, Ethical, and Privacy Issues
74. Staffing Global Assignments: Selecting and Placing Global Employees
75. The New Context of Training and Performance Consulting
76. Training and Organizational Strategy
77. Training Needs Assessment
78. Learner Readiness and Learning Styles
79. Orientation: Training for New Employees
80. Training Delivery: A Comparison of Selected Training Methods
81. E-Learning: Development, Advantages and Limitations

82. Evaluation of Training: Levels, Metrics, and Design Issues
83. Training for Global Assignments
84. Organization-Centered versus Individual-Centered Career Planning
85. Global Career Development
86. Special Career Issues: Career Plateaus and Dual-Career Ladders
87. Career Issues for Dual-Career Couples
88. The HR Development Process and Organizational Strategy
89. Development Needs Analyses: Tool and Techniques
90. Succession Planning: Insurance for the Organization's Future
91. Job-Site Development Approaches
92. Off-Site Development Approaches
93. Management Development Models
94. Performance Management: Linking Rewards to Performance
95. Legal and Effective Performance Appraisal Processes
96. Who Conducts Appraisals? Advantages and Disadvantages of the Options
97. 360° Evaluation: The Pros and Cons of Multi-Source Performance Appraisal
98. Category Scaling Methods versus Comparative Methods of Appraisal
99. Identifying, Monitoring, and Overcoming Rater Errors
100. Keys to Carrying Out an Effective Appraisal Interview.
101. Compensation Philosophies: Entitlement versus Performance Philosophy
102. Global Compensation Issues
103. Market Competitiveness and Compensation
104. Competency-Based Pay: The Pros and Cons
105. Compensation Fairness: External/Internal Equity and Procedural/Distributive Justice
106. The Fair Labor Standards Act (FLSA): Key Provisions and Requirements
107. An Assessment of Job Evaluation Methods
108. Valuing Jobs Using Market Pricing: Advantages and Disadvantages
109. Keys to the Effective Use of Pay Surveys
110. Broadbanding: Advantages and Disadvantages
111. Special Issues: Red and Green Rates and Pay Compression
112. Ways to Determine Pay Increases for Employees
113. Developing Successful Pay-for-Performance Plans
114. Variable Pay Plans: Types, Successes and Failures
115. Developing Effective Individual Incentive Systems
116. Sales Compensation Plans: Balancing Base Pay and Commissions
117. Successful Group/Team Incentives
118. Sharing the Wealth: Profit-Sharing and Employee Stock Plans
119. ESOPs: Advantages and Disadvantages
120. Elements of Executive Compensation for U.S. and Global Executives
121. Debating the "Reasonableness of Executive Pay Plans"
122. Benefits Design and Organizational Strategy
123. Security Benefits: Mandated and Voluntary
124. Retirement Benefits and Age Discrimination Issues
125. Pensions: A Comparison of Defined Benefit, Defined Contribution, and Cash Balance Plans
126. Controlling Health-Care Benefits Costs

127. Consumer-Driven Health (CDH) Plans
128. Health-Care Legislation: COBRA and HIPPA Provisions
129. Analyzing Financial Benefits
130. Analyzing Family-Oriented Benefits
131. Benefits for Domestic Partners and Spousal Equivalents: An Explosive Issue
132. Analyzing Time-Off Benefits
133. Flexible Benefits Plans: Advantages and Disadvantages
134. Workers' Compensation Issues: Scope, Costs, and FMLA
135. The Occupational Safety and Health Act: Standards and Recordkeeping
136. The Occupational Safety and Health Act: Inspections and Violations
137. Building an Effective Safety Program
138. Contemporary Workplace Health Issues
139. An Assessment of Wellness and Employee Assistance Programs (EAPs)
140. Violence in the Workplace: Protecting Employees
141. An Overview of Security Management
142. Global Health, Safety, and Security Issues
143. Employee's Rights, Implied Contracts, and Employment Practices Liability Insurance
144. Employment-at-Will, Wrongful Discharge and the Courts
145. Complaint Procedures and Due Process
146. The Emergence of Alternative Dispute Resolution as Due Process
147. Privacy Rights and Employee Records
148. Employees' Free Speech Rights: Whistle-Blowing, E-mail, and Voice Mail
149. Legal and Ethical Aspects of Workplace Monitoring of Employees
150. Investigating Employee Misconduct
151. The Pros and Cons of Employer Drug Testing Programs
152. Key Principles Underlying HR Policies, Procedures, and Rules
153. Guidelines for Writing and Disseminating Employee Handbooks
154. Positive versus Progressive Discipline Approaches
155. Global Labor Union Issues
156. An Analysis of Union Membership Trends in the United States
157. The History of Organized Labor in the United States
158. The National Labor Code
159. Unfair Labor Practices by Employers and Union
160. Employer Strategies and Tactics During a Union Organizing Campaign
161. Collective Bargaining Issues: Management Rights and Union Security
162. Bargaining Impasse Resolution Methods, Strikes and Lockouts
163. The Anatomy of a Strike (Select and analyze a recent work stoppage)
164. Union Management Cooperation: The Pros and Cons
165. Keys to Effective Grievance Management