

Instructional Scenario

Human Resources Functions



Course/Duty Area: Business Management/Administering Human Resources Functions

Scenario:

Your organization is experiencing low morale and high turnover among its employees. As the human resources manager, you must address the problem and identify strategies to retain high-quality employees.

Big Question:

How do you encourage a positive culture and climate for your organization's employees?

Focused Questions:

- What might be some causes of the high turnover rate and low morale in the workplace?
- How can relationship-building and collaboration with team members improve morale and decrease turnover?
- How might a company's culture affect morale and turnover?
- How can professional development opportunities boost morale and prevent high turnover?
- When there are no opportunities for upward mobility, what are the results?

Student Project or Outcome:

Students will identify possible reasons for the high turnover rate and low morale in the workplace. They should select the best options to solve the problem, develop and implement a plan of action, and evaluate the outcome.

Assessment:

Students will prepare an electronic presentation for the class. The presentation will address the focused questions above and outline strategies for employee retention.

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