Human Capital Analysis

In this assignment, you will work through the first two steps (of six) to company success as outlined in the article “The Measure of Success.” This activity will enable you to begin to think about applying fuzzy set theory and how some of those gray areas – those not-so-easy-to-quantify areas – might begin to be measured.

Instructions

1.In Chapter 6 of the textbook, The ROI of Human Capital, read these sections: “Toward a Human Capital Financial Index,” “Index Value,” and “Index Application.”

2.Download and read the article “The Measure of Success” via The Measure of Success

3.Navigate to the discussion thread below and respond to the following:

a.Step 1: Develop Taxonomies and Identify Performance Measures/Metrics:

i.In one or two sentences, explain fuzzy set theory.

ii.In their discussion of fuzzy set theory, Crumpton-Young and Ferreras (2013) identified ergonomics and safety as areas where there might not always be adequate quantitative data. Also, no holistic models could be found to address ergonomics and safety. However, they did identify a “gold standard” for safety – OSHA guidelines – that would apply to almost all U.S. companies. Using “Figure 1. Employee morale taxonomy developed by Ferraras’ Theory,” create a similar taxonomy model using the following component and subcomponents:

Component ------> Workplace Safety

Subcomponents ------> Safe Actions Safe Conditions

Factor variables ------>

For the subcomponents – safe actions and safe conditions – create a taxonomy of seven items for each (for a total of 14 factor variables) for your organization, or for an organization with which you are familiar, and identify performance measures/metrics that you would use for each of the identified factor variables. Note: For ease of presentation and clarity, place the performance measures/metrics adjacent to each correlating factor variable in the model or table that you create in this step.

b.Step 2: Identify or Develop Data Collection Tools, Methods, and Techniques:

i.Identify data collection tools, methods, and techniques that are already in place in your organization (or one with which you are familiar) that would allow the data to be collected for the identified factors in the taxonomies. If none exist, what would you advise?

ii.Explain the significance of your completed “Metrics for Workplace Safety” model for the selected organization.

4.Provide a detailed post that demonstrates clear, insightful critical thinking. Your initial response posting on each of the topics should be 200-300 words long and include two academic resources that are properly cited. Include the “Metrics for Workplace Safety” model as a picture within your initial discussion post or as an attachment to it.

5.Post your initial discussion by the end of the fourth day of the workshop.

6.Also conduct a critical analysis of a posting by two of your classmates by the end of the workshop.

7.The topic of your discussion response should be your classmate’s posting and should be written as if you were reviewing his or her posting in an academic journal. Your discussion response should therefore answer the following questions as applicable: a.Was your classmate’s reasoning articulate and logical? Were the facts correct?

b.Was the interpretation your classmate provided reasonable and consistent with experts in the field? Did your classmate defend the choices effectively?

The focus for your critical analysis is not whether or not you agree with your classmate, but how well his or her position was presented.

8.Each response should be 200-300 words long and cite two academic sources. Strive to make sure your discussion responses are evidence-based and evidence-informed for the cause-and-effect purpose of iron sharpening iron.