

OL 645: Risk Management Plan Project Instructions and Rubric

Overview

The HR department plays a critical role in risk management strategy, education, and mitigation. When a risk situation has arisen within an organization, the HR department must respond and take action.

Imagine that you have just been hired as an HR manager for a large corporation (fictitious or real). The executive team is worried about potential organizational risks within the company. They have asked you to create a risk management plan to mitigate organizational risk.

In order to understand the process of how an organization responds to a risk situation, you will need to find two public cases of risk mitigation. In examining the two public cases, you will pay special attention to the legal, ethical, safety, environmental, cultural, political, and financial factors addressed by both.

Your goal will be to create a *compare and contrast* assessment of the two cases regarding the aforementioned considerations. The result of the two case comparisons will allow you to extract best practices while developing a risk management plan for the company you work for.

The risk management plan will showcase your mastery with respect to the following course outcomes:

- Analyze ethical and legal risks of complex human resource issues to ensure legal compliance and to mitigate risk.
- Predict the impact and costs of legal, safety, environmental, and financial risks on stakeholders.
- Analyze societal, cultural, and political factors in order to make well-informed human resource decisions.
- Evaluate the current trends related to workplace health, safety and security for their impact on corporate social responsibility.
- Describe pertinent federal employment laws that are related to ethical challenges facing human resource professionals today.

Deliverable Milestones

Deliverable	Description	Due	Submission	Required
Phase I	2- to 3-page analysis of the Executive Summary by Ernst and Young Business Pulse 2013.	Module 6	Submit as an Assignment	X
Phase II	1-page comparison and contrast of two or more case studies, identifying HR strengths and weaknesses regarding legal and ethical workplace situations.	Module 8	Submit as an Assignment	X
Phase III	Submit your final Risk Management Plan, minimum 10 pages.	Module 10	Submit as an Assignment	X

Risk Management Plan Project Phase I

Due Week 6

1. Academic Writing: To prepare for academic writing, visit the SNHU Learning Center. Review the resources available for writing academically.
<https://my.snhu.edu/Offices/LearningCenter/Pages/home.aspx>

2. Prepare: Read the following Executive Summary by Ernst and Young Business Pulse 2013

The Ernst and Young report identifies the top risks and opportunities for executives to consider for their strategic plans. This report discusses many influences on business practices, such as society, culture, politics, health, safety and security.

[http://www.ey.com/Publication/vwLUAssets/Business_Pulse_-_top_10_risks_and_opportunities/\\$FILE/Business%20pulse%202013.pdf](http://www.ey.com/Publication/vwLUAssets/Business_Pulse_-_top_10_risks_and_opportunities/$FILE/Business%20pulse%202013.pdf)

3. Executive Summary Project Phase I: Imagine your company is planning and strategizing for the future and that you have been asked by the executive team to brief them on the state of the risks and opportunities in the industry. Prepare a 2- to 3-page analysis of the Executive Summary by Ernst and Young Business Pulse 2013, along with a review of the Modules 1-5, your textbook, and other research. Your analysis will help the top executives create a comprehensive strategic plan that includes risks and opportunities that could impact employees and other stakeholders. Make sure your paper clearly addresses the following questions:

- What are the top legal, safety, environmental, and financial risks and opportunities identified?
- What situations are influenced by society, culture, politics, health, safety and security? Connect to Federal and State laws when appropriate.
- In the global market, what are challenges businesses face when identifying risk for forecasting?

This assignment covers the following areas and objectives:

- Ethical and Legal Risks
- Potential Impact
- Trends
- Employment Laws

Phase I Rubric

Requirements of Submission: Written components of your project must follow these formatting guidelines when applicable: double spacing, 12-point Times New Roman font, one-inch margins, and APA format for all elements.

Instructor Feedback: This activity uses an integrated rubric in Blackboard. Students can view instructor feedback in the Grade Center. For more information, review [these instructions](#).

Critical Elements	Exemplary (100%)	Proficient (90%)	Needs Improvement (70%)	Not Evident (0%)	Value
Potential Impact: legal, safety, environmental, and financial risks	Meets “Proficient” criteria and incorporates specific examples to substantiate and clarify claims	Identifies legal, safety, environmental, and financial risks	Identifies legal, safety, environmental, and financial risks, but claims are not logical	Does not identify legal, safety, environmental, and financial risks	22.5
Influence of society, culture, politics, health, safety and security	Meets “Proficient” criteria and incorporates specific examples to substantiate and clarify claims	Describes the influence of society, culture, politics, health, safety, and security	Describes the influence of society, culture, politics, health, safety, and security, but claims are not logical	Does not describe the influence of society, culture, politics, health, safety, and security	22.5
Employment Laws: Identification	Meets “Proficient” criteria and incorporates specific examples to substantiate and clarify claims	Identifies applicable federal laws and acts	Identifies federal laws and acts, but claims are not logical	Does not identify applicable federal laws and acts	22.5
Global market: business challenges when identifying risk	Meets “Proficient” criteria and incorporates specific examples to substantiate and clarify claims	Describes challenges in the global market that businesses face when identifying risk for forecasting	Describes challenges in the global market that businesses face when identifying risk for forecasting, but claims are not logical	Does not describe challenges in the global market that businesses face when identifying risk for forecasting	22.5
Articulation of Response	Submission is free of errors related to citations, grammar, spelling, syntax, and organization and is presented in a professional and easy to read format	Submission has no major errors related to citations, grammar, spelling, syntax, or organization	Submission has major errors related to citations, grammar, spelling, syntax, or organization that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, syntax, or organization that prevent understanding of ideas	10
Earned Total					100%

Risk Management Plan Project Phase II

Due Week 8

1. Identify two or more case studies on legal and ethical workplace situations that are influenced by society, culture, politics, health, safety, and security. It is recommended to select two case studies relevant to your selected organization. There are many resources to use. One recommended website is Business in the Community Case Studies at <http://www.bitc.org.uk/our-resources/case-studies>

The following article provides excellent sources on HR's role in the mitigation of social and environmental risk and opportunities.

- The Executive Summary by HRM's Role in Corporate Social and Environmental Sustainability by Elaine Cohen, Sully Taylor and Michael Muller-Camen <http://www.shrm.org/about/foundation/products/pages/sustainabilityepg.aspx>

2. **Deliverable for Phase II:** Assume the executives of your organization are interested in HR's approach to risk mitigation with regard to legal and ethical workplace situations. Begin to research best practices regarding legal, ethical, safety, environmental, cultural, political, and financial factors in the workplace.

To accomplish this, you will need to compare and contrast two case studies of your choice. Consider what each company's strengths and weaknesses are. Compose a 1-page comparison and contrast of the case studies, identifying HR strengths and weaknesses regarding legal and ethical workplace situations. Utilize what you've learned in Modules 1-7, as well as from your textbook and other assigned readings, to identify, evaluate, and present sound approaches to risk mitigation associated with legal and ethical decision making in HR.

3. It is suggested that during week 8 you begin to prepare for the final project. To do this, review the critical task prompt and rubric for phase 3. Use the following bullet points to guide your initial research. Begin to draft your risk mitigation plan. Your final paper will need to be a minimum of 10 pages.
 - What ethical and legal risks are identified in your case studies?
 - How can HR mitigate the ethical and legal risks identified in your case studies?
 - How are federal and state workplace laws influenced or impacted by society, culture, politics, health, safety, and security?
 - How may your company's CSR sustainability plan mitigate risks and maximize profits for shareholders? How important is societal support for your CSR plan?
 - What factors need to be considered when a company communicates to the public?

Phase II Rubric

Requirements of Submission: Written components must follow these formatting guidelines: One page of double spacing, 12-point Times New Roman font, one-inch margins, and APA format for all elements.

Instructor Feedback: This activity uses an integrated rubric in Blackboard. Students can view instructor feedback in the Grade Center. For more information, review [these instructions](#).

Critical Elements	Exemplary (100%)	Proficient (90%)	Needs Improvement (70%)	Not Evident (0%)	Value
Ethical and Legal Risks: Strengths	Meets “Proficient” criteria and incorporates specific examples to substantiate and clarify claims	Describes the strengths of each company in mitigating ethical and legal risks	Describes the strengths of each company in mitigating ethical and legal risks, but claims are not logical	Does not describe the strengths of each company in mitigating ethical and legal risks	45
Ethical and Legal Risks: Weaknesses	Meets “Proficient” criteria and incorporates specific examples to substantiate and clarify claims	Describes the weaknesses of each company in mitigating ethical and legal risks	Describes the weaknesses of each company in mitigating ethical and legal risks, but claims are not logical	Does not describe the weaknesses of each company in mitigating ethical and legal risks	45
Articulation of Response	Submission is free of errors related to citations, grammar, spelling, syntax, and organization and is presented in a professional and easy to read format	Submission has no major errors related to citations, grammar, spelling, syntax, or organization	Submission has major errors related to citations, grammar, spelling, syntax, or organization that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, syntax, or organization that prevent understanding of ideas	10
Earned Total					100%

Risk Management Plan Project Phase III

Due Week 10

Your final submission is your Risk Management plan. Your plan should be no less than 10 pages answer the following question: What specific challenges must the HR department address to mitigate organizational risk situations? The risk management plan should address the following critical elements:

1. Ethical and Legal Risks—Identify ethical and legal challenges that were taken into account when analyzing the two public cases, such as positive and/or negative impacts on key stakeholders (e.g., employees, their families, shareholders, and the communities involved).
 - a. What are some approaches your company could take to ensure legal compliance? Explain the probable impacts of those approaches.
 - b. What methods could your company use to mitigate ethical and legal risks? Provide specific examples.
2. Potential Impact—Evaluate the impacts of legal, safety, environmental, and financial risks that were encountered in the two public cases.
 - a. What was the impact of the legal, safety, environmental and financial risks to the organizations in the public cases? Provide specific examples to illustrate. Use these examples to forecast potential impacts for your company in the risk management plan.
 - b. Considering that the executive team is having you take a proactive approach by creating a risk management plan to organizational risk, what are some of the costs associated with these risks?
3. Public Relations—Identify the challenges associated with the cases going public.
 - a. What factors were considered when society as a whole either supported or opposed the decisions made in the public cases? How important is societal support, and what factors will you consider to produce positive societal support?
 - b. What factors were considered with regard to cultural support or opposition in the public cases? How might you apply these factors to your company?
 - c. Were there political influences affecting management's decisions in the public cases? Give examples of possible political issues and explain how they are relevant to your company's decisions.
4. Trends—Describe current and projected trends regarding workplace health, personal safety, and security in the public cases. Based on those current and projected trends, address the following:
 - a. What are the implications for workplace health and safety of the risk situations in the public cases? Why should these factors be considered in the risk management plan?
 - b. Why would an employer be concerned with the personal safety and security of workers in these risk situations?
5. Employment Laws
 - a. Identify the applicable federal laws and acts and the possible impacts of each law on current employees at your company.
 - b. Propose methods that could be used to ensure compliance with all identified regulations.

Phase III Rubric

Requirements of Submission: Written components of your project must follow these formatting guidelines when applicable: double spacing, 12-point Times New Roman font, one-inch margins, and APA format for all elements. The Risk Management Plan has a required minimum of 10 pages, and should include legal, ethical, safety, environmental, cultural, political, and financial factors. You need to include references and a cover page. You will need to include a minimum of 5 properly cited, scholarly sources in your risk management plan.

Instructor Feedback: This activity uses an integrated rubric in Blackboard. Students can view instructor feedback in the Grade Center. For more information, review [these instructions](#).

Critical Elements	Exemplary (100%)	Proficient (90%)	Needs Improvement (70%)	Not Evident (0%)	Value
Ethical and Legal Risks: Legal Compliance	Meets “Proficient” criteria and incorporates specific examples to substantiate and clarify claims	Proposes logical and ethical measures to ensure legal compliance for all key stakeholders	Proposes measures for legal compliance that are either unethical, contain gaps in the logic, or do not take into account all key stakeholders	Does not propose measures for legal compliance	9
Ethical and Legal Risks: Mitigating Risks	Meets “Proficient” criteria and incorporates specific examples to substantiate and clarify claims	Proposes logical and ethical ways for mitigating risks for all key stakeholders	Proposes measures for mitigating risks that are either unethical, contain gaps in the logic, or do not take into account all key stakeholders	Does not propose measures for mitigating risk	9
Potential Impact: legal, safety, environmental, and financial risks	Meets “Proficient” criteria and incorporates specific examples to substantiate and clarify claims	Evaluates the impact of legal, safety, environmental, and financial risks	Evaluates the impact of legal, safety, environmental, and financial risks, but claims are not logical	Does not evaluate the impact of legal, safety, environmental, and financial risks	9
Public Relations: Societal	Meets “Proficient” criteria and proposals are insightful and substantiated by scholarly research	Accurately analyzes the influences associated with societal support and opposition	Analyzes societal influences, but does not address both support and opposition or draws inaccurate conclusions	Does not analyze societal influences	9
Public Relations: Cultural	Meets “Proficient” criteria and proposals are insightful and substantiated by scholarly research	Accurately analyzes influences associated with cultural support and opposition	Analyzes cultural influences associated, but does not address both support and opposition or draws inaccurate conclusions	Does not analyze cultural influences	9
Public Relations: Political	Meets “Proficient” criteria and proposals are insightful and substantiated by scholarly research	Accurately analyzes the influences associated with political support and opposition	Analyzes political influences, but does not address both support and opposition or draws inaccurate conclusions	Does not analyze political influences	9

Trends: Health	Meets “Proficient” criteria and includes quantifiable data that supports these trends	Evaluates the effects on workplace health and includes current and projected trends	Evaluates the effects on workplace health, but does not adequately incorporate researched trends to substantiate the claim	Does not evaluate the effects on workplace health	9
Trends: Safety & Security	Meets “Proficient” criteria and includes quantifiable data that supports these trends	Evaluates the safety and security of employees based on current and projected trends	Evaluates the safety and security of employees, but does not adequately incorporate researched trends to substantiate the claim	Does not evaluate the safety and security of employees	9
Employment Laws: Identification	Meets “Proficient” criteria and discussion is substantiated by scholarly research	Identifies applicable federal laws and acts, and identifies applicable situations	Identifies most federal laws and acts, but does not address possible situations	Does not identify applicable federal laws and acts	9
Employment Laws: Compliance Proposal	Meets “Proficient” criteria and proposal is substantiated by scholarly research	Proposes methods that could be used to ensure compliance with all identified regulations	Proposes methods that could be used to ensure compliance with all identified regulations, but proposals are not well-developed	Does not propose methods to ensure compliance with identified regulations	9
Articulation of Response	Submission is free of errors related to citations, grammar, spelling, syntax, and organization and is presented in a professional and easy to read format	Submission has no major errors related to citations, grammar, spelling, syntax, or organization	Submission has major errors related to citations, grammar, spelling, syntax, or organization that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, syntax, or organization that prevent understanding of ideas	10
Earned Total					100%