#1. HR IS DEAD, LONG LIVE HR, SHARI CAUDRON

a) What are the business competencies that will be needed by the next generation of HR professionals, as outlined in "HR Is Dead, Long Live HR?"

b) Describe the positive side of the trend of outsourcing many of the common tasks of HR professionals, as put forth in "HR Is Dead, Long Live HR."

#2. THE STATE OF THE HUMAN RESOURCES PROFESSION IN 2003: AN INTERVIEW WITH DAVE ULRICH, RICH VOSBURGH.

a) Explain some of the challenges facing the HR profession today, as identified in "The State of the Human Resources Profession in 2003: An Interview With Dave Ulrich."

b) Describe the future needs in the HR profession regarding thought leaders, as presented in "The State of the Human Resources Profession in 2003: An Interview With Dave Ulrich."

#4. 7 STEPS BEFORE STRATEGY, BRUCE N. PFAU AND BONNIE BELL CUNDIFF

a) Describe the automation process for various HR functions, as outlined in "7 Steps before Strategy."

b) What are some of the key findings from a recent Human Capital Index study that can be offered in support of the view that HR and the human capital it manages play a vital role in the success of an organization, as suggested in "7 Steps before Strategy?"

#5. WORKFORCE PLANNING: WHY TO START NOW, JOHN SULLIVAN

a) What is workforce planning and what are some of its' benefits for organizations, as outlined in "Workforce Planning: Why to Start Now?"

b) Explain the categories into which talent forecasting is generally broken down, as well as the purposes of the predictions that arise from this process, as presented in "Workforce Planning: Why to Start Now."
#6. STRATEGIC HUMAN RESOURCES MANAGEMENT IN GOVERNMENT: UNRESOLVED ISSUES, JONATHAN TOMPKINS

a) As discussed in "Strategic Human Resources Management in Government: Unresolved Issues," what are the inherent differences in implementing SHRM in government agencies vs. private organizations?

b) As examined in "Strategic Human Resources Management in Government: Unresolved Issues," how do advocates of SHRM recommend that the HR department (personnel office) alter the way it functions?

#12. WHO ARE YOU REALLY HIRING? SHARI CAUDRON

a) Why are thorough background checks even more important today than in previous business climates, as put forth in "Who Are You Really Hiring?"

b) Describe some of the ways in which employers can detect employees who might steal, as well as methods to prevent theft and fraud, as outlined in "Who Are You Really Hiring?"

#13. DOES HR PLANNING IMPROVE BUSINESS PERFORMANCE? BILL MACALEER AND JONES SHANNON

a) Describe some of the common flaws of the standard planning approach to HR, as identified in "Does HR Planning Improve Business Performance?"

b) What are some of the common misperceptions of human resources that can get in the way of effective planning, as outlined in "Does HR Planning Improve Business Performance?"

#14. SMARTER HIRING, THE DDI WAY, ADAM HANFT

a) Describe the Targeted Selection process used by DDI as part of its hiring and assessment program, as outlined in "Smarter Hiring, the DDI Way."

b) What are some of the top Do's and Don'ts of effective interviewing, as presented in "Smarter Hiring, the DDI Way?"

#18. A WEALTH OF CHOICE, CRAIG GUNSAULEY

No questions for this article.
#19. GETTING HAPPY WITH THE REWARDS KING, LESLIE GROSS

a) What are some of the suggestions in Nelson's _Ten Commandments of Recognition, that managers can use to motivate their employees, as listed in "Getting Happy with the Rewards King?" Name as many as possible.

b) Explain some of the reasons why Bob Nelson's work has been criticized by other management consultants, as set forth in "Getting Happy with the Rewards King."

#20. THE EXTRA MILE: MOTIVATING EMPLOYEES TO EXCEED EXPECTATIONS, DAVID KING

No questions for this article.

#21. SECRETS TO MOTIVATING YOUR EMPLOYEES, KELLEY ROBERTSON

a) Explain the SMART guidelines presented in "Secrets to Motivating Your Employees" for setting work-related goals.

b) How can managers lead their workers by example, as suggested in "Secrets to Motivating Your Employees?"

#22. MOTIVATING EMPLOYEES, SAMANTHA OLLER

a) Describe the use by one Allegra owner of the $2 bills as a motivating tool, as reported in "Motivating Employees."

b) Why is investing in workers' education a valuable means of rewarding them, as presented in "Motivating Employees?" Describe the "Education Bucks" program in use at one Allegra outlet.

#26. CREATING A LEARNING ORGANIZATION, NEAL MCCHRISTY

a) What advice does Katherine Richard offer for people who are training employees?

b) As described in "Creating a Learning Organization," what is the attitude necessary for employees to be passionate about their work? What is the correlation between that passion and training?
#27. THE TOP TRAINING PRIORITIES FOR 2003, BRANDON HALL

a) What were the top training priorities identified by the survey respondents, as listed in "The Top Training Priorities for 2003?"

b) Describe the "best-managed behaviors" initiative underway at the New Jersey pharmaceutical company Pharmacia, as outlined in "The Top Training Priorities for 2003."

#28. BRAND YOURSELF, ANN BROWN

a) As discussed in "Brand Yourself," how can one use the Internet to help discern if a brand is marketable, and then to market it?

b) As examined in "Brand Yourself," what is the value of focusing on a niche market and then narrowing it down?

#29. FOCUS ON TALENT, CRAIG R. TAYLOR

a) Explain some of the demographic reasons behind high employee turnover, as identified in "Focus on Talent."

b) What are some of the top leader retention competencies, as set forth in "Focus on Talent?"

#31. PLASTIC PAYCHECKS, ELAYNE ROBERTSON DEMBY

a) What are some of the advantages of debit cards for employees, as put forth in "Plastic Paychecks?"

b) Explain some of the decisions companies must make in order to institute electronic banking or debit cards for their employees, as outlined in "Plastic Paychecks."

#32. GOING DOWN THE ROAD: CAMPAIGN FOR A LIVING WAGE, JIM HIGHTOWER

a) Describe the goal-sharing compensation program at Corning, as outlined in "Top Pay for Best Performance."

b) Explain the emphasis on measurement needed to implement successfully a performance pay system, as suggested in "Top Pay for Best Performance."
#35. EXECUTIVE PAY

a) What is "pay-related wealth," as defined in "Executive Pay?"

b) As discussed in "Executive Pay," what "dilution problem" is associated with stock options provided to executives?

#40. HEALTH-CARE COSTS: HR'S CRISIS HAS REAL SOLUTIONS, SHARI CAUDRON

a) As discussed in "Health-Care Costs: HR's Crisis Has Real Solutions," identify some "hidden costs" of health care in the workplace. What strategy can employers use to keep these costs down?

b) As examined in "Health-Care Costs: HR's Crisis Has Real Solutions," how can companies help employees become more actively involved in how they purchase and utilize health-care services?

#41. THE CUTTING EDGE OF BENEFIT COST CONTROL, FAY HANSEN

a) Describe some of the changes in health-care benefits made by KeySpan in order to control rising costs, as presented in "The Cutting Edge of Benefit Cost Control."

b) Explain why planning is essential when companies look to cut back on benefits, as set forth in "The Cutting Edge of Benefit Cost Control."

#42. UP AGAINST WAL-MART, KAREN OLSSON

a) Describe some of the actions Wal-Mart has taken to stop efforts at unionization, as outlined in "Up Against Wal-Mart."

b) Explain Wal-Mart's general staffing procedures, as contained in "Up Against Wal-Mart."

#43. LIGHTING LABOR'S FIRE, BARBARA EHRENREICH AND THOMAS GEOGHEGAN

a) Explain the proposal put forth in "Lighting Labor's Fire," for allowing individual union memberships.

b) How can people be encouraged to vote regularly and how does this impact union membership, as suggested in "Lighting Labor's Fire?"
#45. THREE STRIKES, YOU’RE OUT: HOW TO PLAY FAIR AT FIRING, CLAIRE SYKES

a) When preparing for a termination meeting, as set out in "Three Strikes, You're Out: How to Play Fair at Firing," an employer should keep numerous points in mind. Name at least three of them.

b) What are at least four of the meeting criteria given in "Three Strikes, You're Out: How to Play Fair at Firing" for the employer conducting a termination session?

#47. TEMPORARY WORKER, PERMANENT LOSER? MICHAEL RYBICKI

No questions for this article.

#48. BIG COMPANIES TEACH BUSINESS ETHICS TO EMPLOYEES, HAROLD BRUBAKER

a) As described in "Big Companies Teach Business Ethics to Employees," what elements must effective ethics and legal-compliance programs have under the 1992 Federal Sentencing Guidelines?

b) As brought out in "Big Companies Teach Business Ethics to Employees," why do some experts claim that online programs are not the best medium for ethics training?

#53. A PEOPLE STRATEGY THAT SPANS THE GLOBE, CARROLL LACHNIT

a) As discussed in "Cross-Cultural Awareness," what are three of the five particularly important cultural norms that influence a manager's behavior and subsequent reactions?

b) In a cross-cultural situation, as pointed out in "Cross-Cultural Awareness," what questions should a manager consider to determine a promotion potential?

#54. CROSS-CULTURAL AWARENESS, LEE GARDENSWARTZ AND ANITA ROWE

a) As discussed in "Cross-Cultural Awareness," what are three of the five particularly important cultural norms that influence a manager's behavior and subsequent reactions?

b) In a cross-cultural situation, as pointed out in "Cross-Cultural Awareness," what questions should a manager consider to determine a promotion potential?
a) As discussed in "Safe Haven," what adverse conditions might cause U.S.-based assignees to choose to relocate their families to areas that are more pro-American?

b) As explained in "Safe Haven," a company must meet several conditions to deduct the costs of improving employees' security. Identify at least one of them.