5 cites  (scholarly journals) for each question **TOTAL 10 scholarly journal citations**

**Final Examination:**

The final examination consists of two essay questions:  14 points total = 2 questions x 7 points each

1. Why is it so important for an organization to have a robust Human Resource Management Department?

2. What are the challenges of Human Resources Management in the 21st Century.

**Instructions**:

Please develop two compelling essays on the topics listed above.

In addition to the Pynes and Nalbandian texts, please also include at least 4 other peer reviewed scholarly materials for each question.  Each question should be 3-5 pages long.

Rubric total 14 points = 5 cites  (scholarly journals) for each question - 3-5 pages long.