**Course Project**

**Objective:** Students will partner with a local business to identify real HR challenges, conduct interviews with HR managers, analyze issues, and propose data-driven solutions.

**Project Phases & Deliverables**

**Phases**

* Identify a local business (SME, startup, or nonprofit) willing to collaborate.
* Conduct an introductory meeting with the business’s HR manager. Interview HR staff, employees, and managers.
* Perform a preliminary HR audit (e.g., review turnover rates, employee surveys, or onboarding processes).
* Identify 1–2 key HR challenges (e.g., high turnover, poor engagement, ineffective recruitment).
* Benchmark industry standards (e.g., compare turnover rates, training budgets).
* Research best practices (academic/case studies) for the identified challenge.
* Propose 2–3 actionable solutions (e.g., revamped onboarding, flexible work policies, recognition programs).
* Outline pros/cons, costs, and implementation steps for each.

**Deliverables:**

* A Comprehensive Report having (interview summaries, Identified Problems and Proposed Solutions with evidence based recommendations).
* **Slide deck** (10 mins) summarizing the problem, analysis, and solutions.

**Tips for Success**

* Perform project in groups (3–5 members).
* Take company feedback on proposed solutions.

**Deadline**

5th May 2025