

Merced County ROP: Standards-Based Lesson Plan

LESSON PLAN MISCELLANEOUS INFORMATION:

Course Name	Teacher Designer	Time Allocation
Marketing Occupations	Lisa Escobedo	100 minutes

Lesson Title	Unit Title and Number
Organization Staffing & Compensation Lesson	IX. Retailing IX. A. 4. Organization Staffing & Compensation

CONTENT AND ACADEMIC STANDARDS

Content Standard(s) from Business Education Frameworks	BM: Economics – Unemployment ENT: Entrepreneurship	3.1.12 6.1.11
English Academic Standard(s)	Listening and Speaking Written and oral English Language Conventions	1.7 1.1,1.2
Math Academic Standard(s)	N/A	

LESSON PLAN COMPETENCIES (FROM COURSE OUTLINE)

1. Identify and explain methods to staff an organization and compensate employees.
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LESSON PLAN OBJECTIVES (SUB LEARNING GOALS)

<ol style="list-style-type: none"> Students will identify the methods used to staff an organization Students will gain an understanding of the importance of the methods used to staff an organization Students will identify factors that influence compensation and benefits for employees

INSTRUCTIONAL MATERIALS REQUIREMENTS

Teacher Needs	<ol style="list-style-type: none"> Power Point – Human Assets and Performance Labor market hand outs
Student Needs:	<ol style="list-style-type: none"> Power Point hand outs Labor Market hand outs Computers

ESSENTIAL QUESTIONS FOR THE LESSON: Resource Available

1. What is the difference between recruitment and decruitment and why is it an essential part of the HR staffing process?
2. How does HR use Labor market information as one of their methods for staffing?
3. Why would you want to become familiar with Labor Market statistics as a job hunter and why would understanding how to access such information be critical for long-term future employment ?
4. What is the importance of the factors that influence the compensation and benefits packages of a company and why would you want to understand the differences that company's provide in this area?

FOUR-STEP LESSON PLAN: Describe the lesson in detail: Resource Available

<p>Introduction</p>	<ol style="list-style-type: none"> I. Provide the set by engaging students in the following discussion: <ol style="list-style-type: none"> A. Best Buy has just moved into town and need employees: <ol style="list-style-type: none"> 1. What would be the method for filling the staff positions available? 2. What are some factors to think about when hiring new staff? 3. What outside factors does Best Buy face when staffing for their store? 2. Have class discussion and write the answers given by students on white board.
<p>Presentation</p>	<ol style="list-style-type: none"> I. Show the Power Point to the Class <ol style="list-style-type: none"> A. Students should be taking notes with the power point hand\ outs they were given. <ol style="list-style-type: none"> 1. Discuss on what role the HR plays in staffing an organization 2. Discuss the environmental considerations and other factors influencing recruitment methods. 3. Discuss the factors that influence compensation and benefits packages and how to maintain work relations. II. Pass out the Labor Market hand out <ol style="list-style-type: none"> B. Have discussion on the Labor Market for Merced County. <ol style="list-style-type: none"> 1. Discuss what is the forecast is for a position that the students are currently working at their ROP site. 2. Compare Merced County with California in job openings 3. What are the fastest growing occupations for Merced County in the next couple of years? 4. Discuss some occupational wages for management levels in retail and food service, etc....
<p>Application</p>	<ol style="list-style-type: none"> I. Have students design a staff organization chart for their current worksite they are working at and share with a classmate

FOUR-STEP LESSON PLAN: continued

Testing and Assessment	<ol style="list-style-type: none">1. Class discussion2. Worksite Organization Chart3. Marketing Research Project Organization Chart
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INSTRUCTIONAL STRATEGIES: Resource Available

Learning Modalities	Audio, visual, and kinesthetic
Bloom's Taxonomy	Knowledge, comprehension, Application, Synthesis. Evaluation
Six A's	Authenticity, Academic rigor, Applied learning, Active exploration, Assessment practices

HOMEWORK ASSIGNMENTS OR EXTRA CREDIT

1. Chapter 3: Business Week Case Study pg. 13-17
2. Completion of the Staff Organization Chart for their Marketing Research Project