

### **HRM 343: Sample in-class debate**

Topic 1: "The difficulty of *overcoming the effects of past discrimination* is as nothing compared with the difficulty of eradicating from our society the source of those effects, which is the tendency -- fatal to a Nation such as ours -- to classify and judge men and women on the basis of their country of origin or the color of their skin. A solution to the first problem that aggravates the second is no solution at all."--Justice Scalia's judgement in the case City of Richmond v. J. A. Croson Co.: January 23, 1989

Should an organization implement affirmative actions-i.e. practice/policy (e.g. recruitment/promotions/resources allocation) of favoring *minorities and women*?

[source: <https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/affirmative-action-employment-impact.aspx>]

Topic 2: Whether employees should have *the right to privacy* in the workplace is the ethical challenge that companies face. Is it ethical for employer to monitor employees personal email account if it was available on their desktop computer that belonged to the company?

Students in group 1, 2, 3 should find at least 3 references /materials (e.g. examples, news, articles) to support the side whereas students in group 4,5,6 should find at least 3 references/materials against the statement.

Your assigned position does not necessarily reflect your personal stand but fosters critical thinking. You should be able to articulate your assigned side by giving reasons and examples. I will randomly select students to perform a debate and the debate is open for questions from the audience. More information about the audience is listed in the attached PPT. You may find information through online search, textbook, and the supplementary reading materials.

### **HRM 343: Sample discussion assignment**

Assignment 1: There are various contemporary issues related to ethical compensation and reward systems. You should pick **only one topic** and include a summary of both sides of the argument and explain your position. More information is listed in "*ethics issues in compensation*" PPT.

A: Are executives paid too much?

B: Should college athletes be paid

C: Should employee pay be made public?

Assignment 2: Human resource practitioners face bigger dilemmas in employee hiring. One dilemma stem from the pressure of hiring someone who has been recommended by a friend, someone from your family or a top executive. What HRM practices should be implemented to ensure *ethical hiring*?