



SHRM Newsletter

*From the Student Chapter of
The Society for Human Resources Management at
EASTERN MICHIGAN UNIVERSITY*

www.emushrm.org

February 4, 2004

Upcoming Meetings:

March 4 speaker: Jeremy Chambers from Plante & Moran

March 10 speaker: TBD

March 23 speaker: HRIS topic with William Bramble

Upcoming Events:

March 6: Pizza & Pop at Livonia Campus – meet fellow SHRM members or learn about the group!

March 13: MBTI Workshop with Dr. Hill

March 27: EI Workshop with Dr. Day

April 17: EMU sponsoring HR Games

Officers:

President: Michael Thomas

Vice-President: Ashwini Chandramouli

Program Directors: Angela Brown & Erin Hoffmann

Publicity Director: Alayna Duronio

Newsletter: Matthew LePage

Faculty Sponsors: Fraya Wagner-Marsh & Molly Shelton

Teamwork

We are still looking for a few good men and women to join the HR games teams. They are a fun jeopardy still way to learn about the HR field. Not to mention it is a great resource to put on your resume. So if you know anyone, or you yourself would like to participate, contact the management department in room 466.

WE WANT YOU FOR THE HR GAMES.

****SEE PAGE 3 FOR VOLUNTEER OPPORTUNITY****



JOIN SHRM TODAY !!!

If you have at least six credit hours in a semester, you can join Eastern's SHRM student chapter. Receive all the benefits the professionals do at a fraction of the cost, only \$35 a year. The applications are in the management department, room 466, or you can call 734-487-3240 and have one mailed or faxed to you.

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TEAMING UP

Does it ever feel like every class is involving more and more group projects? If it does, I assure you there is a rhyme to their reason. Being able to make a decision within a small or large group is essential not only in the classroom but in the workplace as well.

A new concept that is being introduced to companies lately is called peer review panels. A peer review panel is a panel made up employees and managers from the company who act like a jury. Employees can go before this jury to resolve workplace disputes. So instead of using an external decision maker, the employee would go the peer review panel which would be made up of fellow employees who would be familiar with how the company operates.

Now with any new or old program there are going to be some good sides and some bad.

PROS

- Employees generally find resolutions that are handed down by peers to be credible and acceptable.
- The idea is practical and acceptable
- Peer reviews allow employee disputes to be resolved internally – not in court or before external tribunals.

CONS

- Employee turnover necessitates constant training of new panelists and the system requires costly staff resources to administer.
- The increased complexity of the workplace disputes does not lend itself to resolution by employee/manger panels
- Employees may not find peer panels to be credible decision makers.

All in all the whole purpose of the peer review is to give employees the sense that they have some control of what's going on in the company. It also sends a message from management that they trust their employees enough to turn over their power of decision making to them.

So don't groan over the next team project that is assigned. Use this time to prepare for what's coming in the workplace. Who knows, you may be asked to make a decision that will affect your entire company, and that is something that can not be taken lightly.



VOLUNTEER FOR THE HR GAMES!

You just finished dinner...It's 7:30...Channel 4...time for Jeopardy! If you are one of the millions of people tuning in to Alex Trebec Monday through Friday, then you know the game Jeopardy! Wouldn't it be a blast to be involved with the game yourself? It would be even more fun if the entire game consisted of HR-related questions, don't you think? If that sounds great to you, then you won't want to miss out on the Area III HR Games competition! The HR Games is a jeopardy-style tournament for undergraduate HR students that is designed to supplement their studies for the PHR exam. As you are well aware, holding a successful event requires both volunteers and financial support. We are asking for your support in carrying out this effort. This program clearly demonstrates its value by providing students opportunities for networking with human resource and academic professionals. But most importantly it tests the students' understanding of the basic body of HR knowledge and prepares them to pursue professional certification.

For additional volunteer information, please contact Nicole Azzouz, SPHR at mailto:nazzouz@imra.com or by calling (734) 930-2569. Please come and support the HR leaders of tomorrow!

For questions or comments, please visit our website at www.emushrm.org, or email us at shrm.chapter@emich.edu