
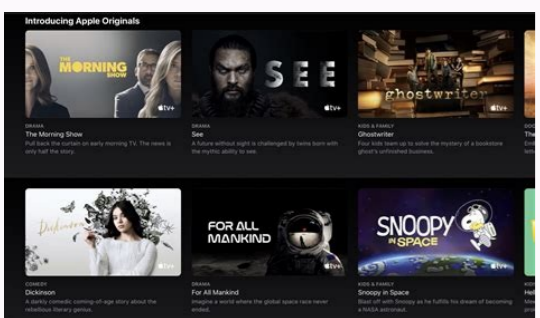
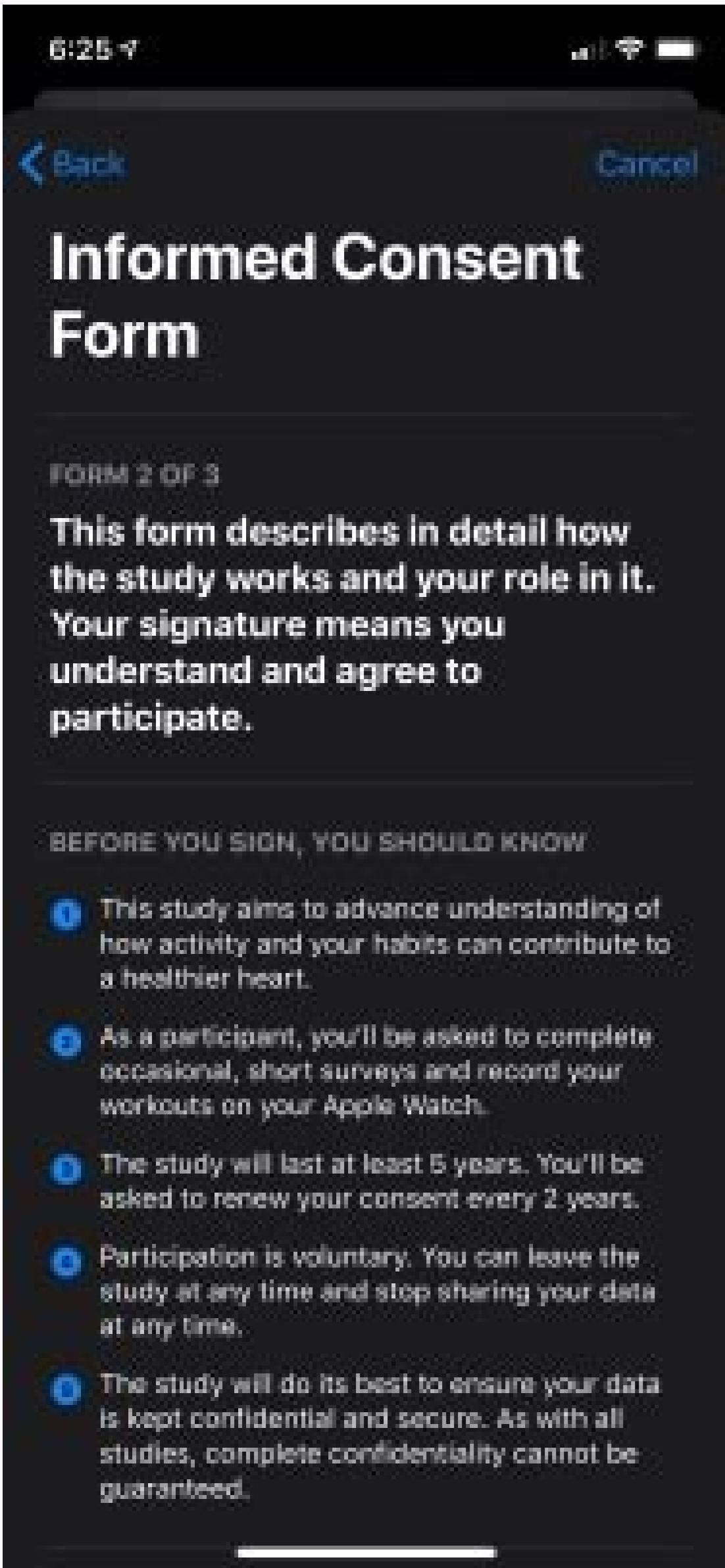
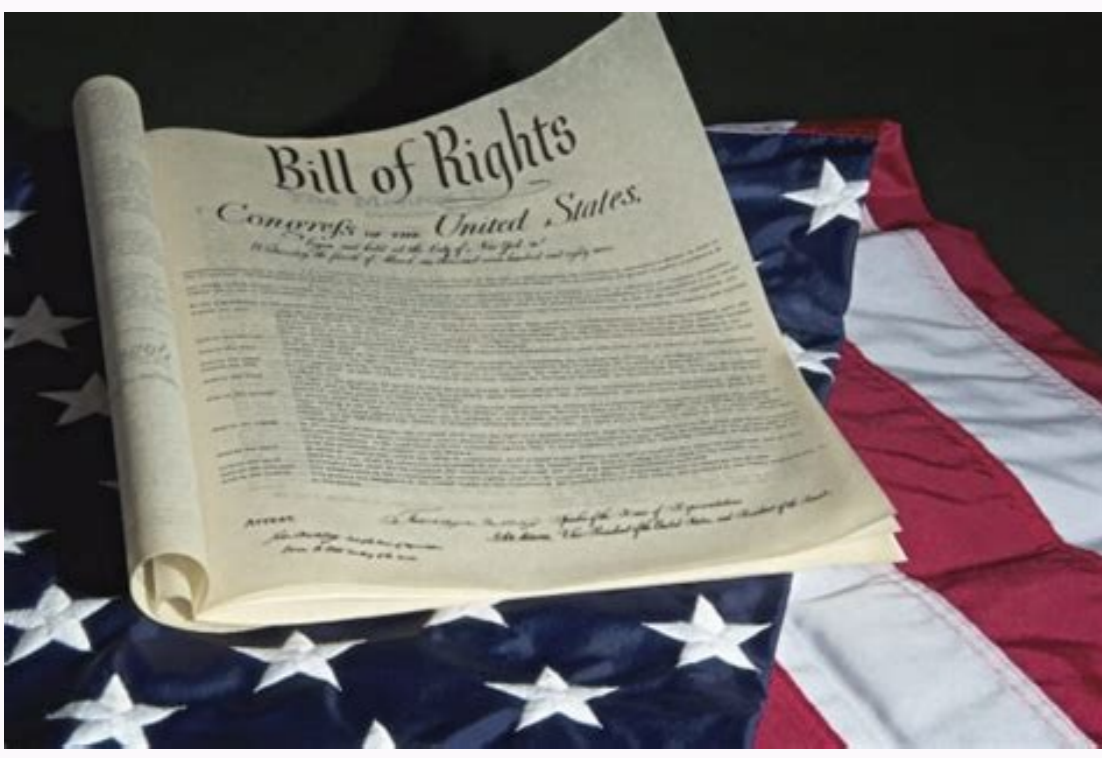


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State of Minnesota Department of Employee Relations SWOT Analysis

Strengths	Weaknesses
<ul style="list-style-type: none">• Existence of previous strategic Human Resources planning efforts offers several innovative solutions• Tools to improve human resources activities are available (e.g., interview guide and training manual)• Experienced workforce dedicated to mission. Employees feel "part of the team"	<ul style="list-style-type: none">• Failure to communicate formally and informally, both cross-functionally and within departments• No continual evaluation and updating of human resources practices and policies• Lack of accountability of managers and employees to achieve clear and measurable performance levels
Opportunities	Threats
<ul style="list-style-type: none">• "Personnel" is allowing for more creative and flexible options (e.g., for compensation and staffing)• Advanced technologies are available to foster more effective human resources activities• Availability of information about best practices in human resources	<ul style="list-style-type: none">• Full-time employees (FTE) and budget constraints imposed by legislature• Government is moving toward privatization increasing the competition for services• Other organizations may attract employees and business away from us

Disclaimer: This case study has been compiled from information freely available from public sources. It is intended to be used as an example for educational purposes only.¹

¹ State of Minnesota, Department of Employee Relations. 2004.



Second Language Research Methods

This book provides a clear, comprehensive, and authoritative guide to research methods in second language and bilingualism. Based on a set of four research parameters, it discusses the development of research questions and hypotheses, naturalistic and experimental research, data collection, and validation of research instruments. Each chapter includes examples, and activities which provide readers with 'hands on' experience of research problems.

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Applied Linguistics Adviser: H.G. Widdowson



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