**Option #1: Human Capital Plan ( Do not complete the final project, you will use this as a source to complete the portfolio Milestone)**

Identify an organization or use your own organization to design and develop a Human Capital plan that aligns with the organization's goals and objectives.

Within your document, please include the following aspects:

* Provide an organizational profile that includes mission/vision, and strategy of the organization
* Identify and evaluate the current Human Capital plan

Based on your evaluation, propose a new human capital plan that includes:

1. An explanation the new organizational staffing process for that organization
2. A description of the entire Employee Life Cycle (ELC) for your chosen organization
3. A complete a comprehensive workforce analysis that also depicts the internal and external environmental factors that impact the workforce plan
4. Newly created performance standards for the workforce and also discuss how strengths and weaknesses will be effectively communicated. Be sure to discuss the performance tools that will be used to capture and track employee performance data and help management provide accurate feedback to employees.

After completing the steps above, please explain how your proposal will improve the organization's overall performance and increase employee loyalty/commitment to the organization.

For this assignment you may want to view the [Sample APA Paper (Links to an external site.)](http://csuglobal.libguides.com/ld.php?content_id=21534702) if you need guidance on how to format your paper according to APA guidelines.

You can download and save the [APA Template Paper (Links to an external site.)](http://csuglobal.libguides.com/ld.php?content_id=21474064) as your own paper and replace the placeholders with your own information.

Your paper should be 8-12 pages in length and conform to the [CSU Global Writing Center (Links to an external site.)](http://csuglobal.libguides.com/apacitations). Include at least three scholarly references in addition to the course readings.

Use credible sources. You may not use Wikipedia for any CSU Global assignment. For this assignment, a credible source is defined as:

* A scholarly or peer-reviewed journal article
* A newspaper article
* A government-based website or publication

Trade or industry journal article, publication, or website, including those from trade organizations.