

# Group Consulting Project: HR Solutions for Four Squares

How can HR strategies improve workforce development, hiring, and retention at Four Squares to support their mission of socioeconomic revitalization?

## Description

This project engages students in a real-world HR consultancy scenario, partnering with Four Squares, a local organization focused on community revitalization. Students will analyze HR-related challenges, such as hiring, onboarding, and workplace culture, and develop tailored solutions aligning with Four Squares' mission of workforce development and economic empowerment.

## Final Product

At the end of the project, student groups will present their findings and recommendations in a formal report and a professional presentation to Four Squares representatives. The presentation will include HR strategies, process improvements, and implementation plans that support hiring, onboarding, and employee development.



Human Resource  
Management



Human Resource  
Management  
MGT220  
Spring 2025



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## Students

### Why THIS project for THESE students?

Students in MGT220: Human Resource Management will gain hands-on experience by applying HRM theories in a real-world business environment. This project provides students with an opportunity to bridge the gap between academic learning and professional practice. By working directly with a local organization, they will learn how to assess HR challenges, develop data-driven solutions, and communicate recommendations effectively. Additionally, students will cultivate essential skills in leadership, decision-making, and organizational strategy, preparing them for future HR roles in diverse industries.



## Learning Outcomes

### What skills did students develop through completing this course?

- **Problem-Solving and Critical Thinking:** Develop the ability to identify HR challenges, analyze their root causes, and propose effective, evidence-based solutions.
- **HR Strategy Development:** Learn how to design and implement HR policies and practices that align with business goals and workforce needs.
- **Consulting and Communication:** Gain experience in client engagement, professional business communication, and delivering structured recommendations through reports and presentations.
- **Workforce Planning and Recruitment:** Understand and apply best practices in talent acquisition, onboarding strategies, and employee retention methods to build a strong workforce.



## Context

### How does this project support the community?

Four Squares is committed to improving socioeconomic conditions in York City by providing employment opportunities, workforce training, and financial literacy education. By partnering with Four Squares, students will contribute directly to initiatives that support local job growth, minority business development, and community revitalization.