Please answer each question and after each question I need a refrences page. So 1 page answer refrence page than 2 question answer than refrence page and so on. Please in APA style.the legth you arenswering the question can be one paragraph, it does not have to be too long. A regular paragraph

1. What does it mean to strategically manage employees? Identify and explain the three primary HR activities. Which of the three primary HR activities is most challenging and why?

2. 1. What is the difference between job design and job analysis? Why is it important for a manager to understand both concepts?

3. 1.    Explain the impact environmental factors have on managers' workforce planning decisions.  Which environmental influences do you think will have the greatest impact on workforce planning in the next five years?

Note: To understand which influences will have the greatest impact on workforce planning in the next five years, you should consult some external sources such as:  The Human Capital Institute at <http://www.hci.org/> and U.S. Department of Labor's Bureau of International Labor Affairs at <https://www.dol.gov/general/topic/statistics/international>

4. 1.    Use the Web to research topics likely to be covered in a pre-departure training session for expatriates.  Do the topics differ based on the countries to which the expatriates are being sent? Or are they the same? Note: A useful article that you may want to reference for this question is:  Chew, J. (2004). Managing MNC Expatriates through Crises: A Challenge for International Human Resource Management, Research and Practice in Human Resource Management, 12(2), 1-30.

5. 1.    Spend some time researching either the living wage or the comparable worth issue and prepare a minimum of 100 words posting summary indicating whether you support the idea. Justify your position by citing and referencing the research you examined.

6. The culture in your company emphasizes making money more than it does safety.  However, you know that a safe workplace will save the firm money in the short run and the long run.  How would you make a case to senior management that developing a culture of safety would yield high returns for the company? Note: Resources that may provide useful data are:  The Safe Workplace, a website of the OSHA Voluntary Protection Program at <http://www.safe-workplace.com/safety-blog/labels/ASSE.html> and Workplace Injury, Illness and Fatality Statistics at <http://www.osha.gov/oshstats/work.html>.