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IDE 112 Academic Writing

Every organization, as soon as it gets to any size (perhaps 1,000 people), begins to feel a need to systematize its management of human assets. Perhaps the pay scales have got way out of line, with apparently similar-level jobs paying very different amounts; perhaps **1…..**  is a feeling that **2…..**  are a lot of neglected skills in the organization that other departments could utilize if **3…..**  were aware that **4…..** existed. Perhaps individuals have complained that **5…..** don't know where **6…..** stand or what **7…..** future is; perhaps the unions have requested standardized benefits and procedures. Whatever the historical origins, some kind of central organization, normally named a personnel department, is formed to put some system into the haphazardly. The systems that 8….. adopt are often modelled on the world of production, because that is the world with the best potential for order and system.

**Answers: 1: there - 2: there – 3: they – 4: they – 5: they – 6: they – 7: their – 8: they**