This assignment requires that you identify a major challenge relating to the future of work from an ER/HRM perspective within an industry or profession of your choice. The major challenge you select should relate to the effects of technological innovation and change e.g. AI, big data, Internet of things, advanced robotics in a specific industry or profession and involve one or more key HRM functions e.g. staffing; recruitment and selection; training; compensation; performance management; diversity management; industrial/employment relations. You will need to draw on concepts, theories and frameworks from the course (in powerpoint slides) to: • Collect and analyse relevant data • Describe and critically analyse the key issues • Propose strategies to address the challenge The assignment is to be presented in the form of a white paper i.e. a high level analysis of the issues and a set of recommended strategies or policies that key stakeholders e.g. firms, industry bodies, managers and workers may use to address these issues. The paper should be presented in a report format and should contain citations to a minimum of 8 peer reviewed academic articles in addition to other sources. This word count is 2000 words plus or minus 10%, excluding cover page, contents list, references and any appendices. ASSIGNMENT TITLE: The effects of technological innovation on the design of work within the professional services industry and how it relates from a HRM function in that work will be required to be redesigned from the current structure of jobs to other forms of employment within professional services industry" Theory from Course: theory of the firm, and human capital allocation model concepts and the frame work from Sherer (1996) around work arrangements etc. Notes: All references and theories, concepts and framesworks on PowerPoint slides.