pilot of the system will provide an opportunity to test human resource proposals.

At the end of this phase, you should be able to answer the following questions.

<u>Organization and Operations</u> (See Checklist)
<u>Management of Change</u>
- How are employees reacting to the change?
- What guidance, counselling and assistance is available to employees?
- Are you receiving adequate support from trainers, counsellors, staffing, assignment, affirmative action, classification and locally-engaged staff officers?
- Is training adequate to permit implementation to go ahead?
- How is the effectiveness of training being assessed?
- Have the pilot results been integrated into the final human resource plan?

<u>Phase V Results</u> - At the end of Phase V, a finalized human resource plan should exist ready for implementation.

PHASE VI

6.   Human Resource Plan Implementation

This corresponds to the Installation of the EDP Phases. There will often be overlap with the material preparation and plan implementation. During this phase managers and specialists work together to ensure the smooth installation of the EDP system. Training courses are given; any remaining employee issues are addressed; any new problems are identified and resolved.

The objective of Phase VI is to implement the system in a manner compatible with good human resource management and employee needs, resulting in improved performance/productivity. At the end of the installation, a report dealing with the employees response to the new system should be sent to ADA. This report should outline any remaining areas of resistance to change, training concerns, reorganization issues, classification concerns and labour management issues, etc. ADA will follow-up with managers to ensure there are no outstanding problems to be corrected.