

Course	HRMG 6000 – Integrated Studies in Human Resources Management Summer 2009	
Instructor	Name: Dr. Bob Trodella Phone: 949-661-9032 Email: drbobtr@cox.net	
Catalog Description	The student is expected to synthesize and integrate the learning experiences acquired in human resources management and to evaluate the research and current topics relative to this major. Techniques used to accomplish these goals may vary.	
Intent of the Course	To provide students with an integrated HRM systems perspective, comprised of multiple managerial activities, designed to influence a set of critical employee behaviors. Basic theories and models that help managers explain and predict key employee behaviors will be the focus.	
Learning Outcomes	<ol style="list-style-type: none"> 1. Students will know and understand the important terminology, facts, concepts, principles, analytic techniques, and theories used in the field of human resources management. 2. Students will be able to effectively apply important terminology, facts, concepts, principles, analytic techniques, and theories in the field of human resources management when analyzing complex factual situations. 3. Students will be able to effectively integrate (or synthesize) important facts, concepts, principles, and theories in the field of human resources management when developing solutions to multifaceted human resource management problems in complex factual situations. 4. Students will be able to develop appropriate strategies for implementing solutions to human resources management problems that reflect their knowledge and understanding of the interrelationships among training, staffing, compensation, and employment law. 	
Materials	Text: Human Resource Management: A Strategic Approach (5 th Ed) Author: Anthony, Kacmar and Perrewe Publisher: Cengage ISBN: 0-324-38942-6	
Grading	Two Exams (15points each) Class participation and written responses to Chapter Questions for Review, Chapter Case Questions for Discussion.	30%

Written answers to the end of the book cases questions for FedEx Corporation, Delta Airlines, Inc., McDonald's Corporation, The Walt Disney Company, Wal-Mart Stores Inc., and Microsoft; Intel cases. Students are also required to apply the concepts from the book to the end of the book cases (see weeks 8 and 9 for more detail).

FAILURE TO HAVE WRITTEN RESPONSES TO CHAPTER QUESTIONS FOR REVIEW,

CHAPTER CASE QUESTIONS FOR DISCUSSION AND QUESTIONS FOR FedEx Corporation,

Delta Airlines, Inc., McDonald's Corporation, The Walt Disney Company, Wal-Mart Stores Inc.,

and Microsoft; Intel cases ON THE DATE ASSIGNED WILL RESULT IN A DEDUCTION OF ONE LETTER GRADE FROM YOUR FINAL GRADE. IF A STUDENT MISSES ONE CLASS

THEY ARE TO E-MAIL (instructor e-mail) TYPEWRITTEN RESPONSES TO THE ASSIGNED MATERIAL BEFORE THE CLASS MEETS. THIS CAN ONLY BE USED ONE TIME, IF A STUDENT MISSES A SECOND CLASS THEY WILL LOSE ONE LETTER GRADE FROM THEIR FINAL GRADE FOR EACH ADDITIONAL CLASS MISSED.

	40%
Group Presentations of the Application of Chapter Material to Assigned Cases	30%
Total	100%

The following table shows the grading system for the course:

A	94-100 %
A-	90-93
B+	87-89
B	84-86
B-	80-83
C	70-79
F	69 or less

Activities

- Use lecturettes to convey an understanding of mandatory topics.
- Lead facilitated discussion of readings and journal articles.
- Use of examinations

**Policy Statements:
University Policies**

University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university's published policies. The following policies are of particular interest:

Academic Honesty

The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university's academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.

Drops and Withdrawals

Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.

Special Services

If you need accommodations for a disability, please let the instructor know at the beginning of the course so that they can be provided.

Disturbances

Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.

Attendance

"The University reserves the right to drop students who do not attend class the first week of the term/semester. Students are expected to attend all class sessions of every course. In the case of unavoidable absence, the student must contact the instructor directly. The instructor may give ample warning to the student and then recommend that the student withdraw from the course. The student is subject to appropriate academic penalty for incomplete or unacceptable makeup work, or for excessive or unexcused absences. Generally, a student who misses more than one four-hour course period (per course) without a documented military or medical excuse and advanced permission from the instructor should withdraw from the class."

Course Policies	Please notify the instructor of any foreseeable absences caused by work commitments.
Weekly Schedule	TBD
Additional Information	<u>The instructor may revise this syllabus at his/her discretion.</u>