

Course	HRMG 5000 – Managing Human Resources
Term	Spring 1 2010
Instructor	Name: Christy Milroy Phone: 913-707-2003 Email: Christy.d.milroy@sprint.com; cmilroy46@webster.edu
Catalog Description	This course is a comprehensive view of personnel policy development with emphasis on the interdependence of personnel and operating functions. Students analyze personnel functions of recruitment, development, training, compensation, integration into the workforce, and maintenance of personnel for the purpose of contributing to organizational, societal, and individual goals.
Prerequisites	None
Course Level Learning Outcomes	<ol style="list-style-type: none"> 1. Students will know and explain 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 explaining of the interrelationships among training, staffing, compensation, and employment law. 5. Students will be able to evaluate the quality of their proposed solutions to human resources management problems against appropriate criteria, including organizational constraints. 6. Students will be able to use basic statistical techniques to analyze

	<p>human resources management issues.</p> <p>7. Students will be able to explain basic financial and accounting information used by human resources managers.</p>										
Materials	<p>Human Resource Management by Dessler; 10th edition; Prentice Hall; ISBN 0131440977</p> <p>Text is available through MBS Direct Books at 1-800-352-3252 or www.mbsdirect.net. Checks and credit cards accepted.</p>										
Grading	<table> <tr> <td>Exams (Midterm 100/ Final 100)</td> <td>200 points</td> </tr> <tr> <td>Term presentation</td> <td>90 points</td> </tr> <tr> <td>Class activities/ participation</td> <td>90 points</td> </tr> <tr> <td>Current Events (10 pts each)</td> <td><u>20 points</u></td> </tr> <tr> <td></td> <td>400</td> </tr> </table> <p>Total possible points= 400 A= 400-360 , B= 359-320, C= 319-280, F=279 and below</p> <p>**Attendance (15pts deduction per missed class)</p> <p>The GRADUATE catalog provides these guidelines and grading options:</p> <ul style="list-style-type: none"> • A/A- Superior graduate work • B+/B/B- Satisfactory graduate work • C Work that is barely adequate as graduate-level performance • CR Work that is performed as satisfactory graduate work (B- or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicums, or specified courses. • F Work that is unsatisfactory • I Incomplete work • ZF An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal. • IP In progress • NR Not reported • W Withdrawn from the course 	Exams (Midterm 100/ Final 100)	200 points	Term presentation	90 points	Class activities/ participation	90 points	Current Events (10 pts each)	<u>20 points</u>		400
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Activities	<ul style="list-style-type: none"> ▪ Use simulations and role-plays to promote application and analysis of theory and methods. ▪ Include self-assessment tools and activities to demonstrate acquisition of HRM competencies. ▪ Lead facilitated discussion of readings and journal articles. 										

	<ul style="list-style-type: none"> ▪ Use cases to promote application, analysis, and solution of organizational problems. * Use of examinations
<p>Policy Statements: University Policies</p>	<p>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:</p> <p>Academic Honesty</p> <p>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.</p> <p>Drops and Withdrawals</p> <p>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.</p> <p>Special Services</p> <p>If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.</p> <p>Disturbances</p> <p>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.</p> <p>Student Assignments Retained</p> <p>From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying</p>

	<p>information about that student will be redacted from the assignment or project.</p> <p>Contact Hours for this Course</p> <p>It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>																																								
<p>Course Policies</p>	<ul style="list-style-type: none"> ▪ This syllabus may be revised at the discretion of the instructor without the prior notification or consent of the student. The schedule below presents an approximate expectation of course progress. The instructor reserves the right to change the overall course grade weighting. Any changes will be announced in class. ▪ In line with the university’s policy on academic honesty, please be advised that instances of academic dishonesty will result in a zero for the assignment and will be reported to the Dean of the School of Business and Technology for further disciplinary action. In this course we will use turnitin.com, an electronic database, which assists students and faculty with academic work. <p>PARTICIPATION POLICY</p> <p>Your participation grade will be based on the following criteria:</p> <ul style="list-style-type: none"> • Quantity of high-quality participation • Quality of participation (your comments and insights in class reflect in-depth knowledge of HRM theories and frameworks and the ability to apply them to real and simulated situations) • Balanced involvement in classroom discussion, showing a readiness to share airtime with your classmates. 																																								
<p>Weekly Schedule</p>	<table border="1"> <thead> <tr> <th>Week</th> <th>Date</th> <th>Chapters</th> <th>Class activities</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>January 6</td> <td>1, 2, 3</td> <td></td> </tr> <tr> <td>2</td> <td>January 13</td> <td>4, 5</td> <td></td> </tr> <tr> <td>3</td> <td>January 20</td> <td>6, 7</td> <td></td> </tr> <tr> <td>4</td> <td>January 27</td> <td>8,9</td> <td>midterm</td> </tr> <tr> <td>5</td> <td>February 3</td> <td>10</td> <td>Presentation planning</td> </tr> <tr> <td>6</td> <td>February 10</td> <td>11, 12, 13</td> <td></td> </tr> <tr> <td>7</td> <td>February 17</td> <td>14</td> <td>Presentations</td> </tr> <tr> <td>8</td> <td>February 24</td> <td>15, 16</td> <td>Presentations</td> </tr> <tr> <td>9</td> <td>March 3</td> <td>-</td> <td>Final</td> </tr> </tbody> </table>	Week	Date	Chapters	Class activities	1	January 6	1, 2, 3		2	January 13	4, 5		3	January 20	6, 7		4	January 27	8,9	midterm	5	February 3	10	Presentation planning	6	February 10	11, 12, 13		7	February 17	14	Presentations	8	February 24	15, 16	Presentations	9	March 3	-	Final
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