



Course	MNGT 5870 – Issues in Management: Strategic Issues In Human Resources Management
Term	Summer - 2009
Instructor	Name: C.E. “Charlie” Brown Phone: 501-413-7260 Email: clintonbrown76@Webster.net opacharliebrown@comcast.net
Catalog Description	This course offers a detailed view of the strategies successful companies use to manage human resources in order to compete effectively in a dynamic, global environment. The framework for managing human resources through a strategic partnership using the principles and practices of human resources management as they are related to organizational environment, human resources management activities and stakeholder satisfaction is explored. Approaches for motivating and evaluating personnel are explored. Methods of compensation for employees and managers are examined.
Prerequisites	Oral and written communication skills at the graduate level.
Course Level Learning Outcomes	Students will understand: <ol style="list-style-type: none"> 1. The practice of human resources management in the workplace, including the roles of supervisors and managers in implementing policies and procedures as dictated by employment law and organizational guidelines. 2. The importance and interrelated impact of human resources functions on organizational effectiveness; Ability to apply relevant theories to the management of people in organizations. Business challenges involving human resource systems. Critically assess, evaluate and understand human resource policies and practices and the technical details of human resource management practices. 3. Fundamental employment laws in the U.S. and the impact of judicial decisions relating to human resources management; and potential liability for an organization. 4. The evolving role of strategic human resources management, including their efforts to emphasize employee rights in the face other economics pressures. 5. How to conduct a basic job analysis and apply this understanding of job requirements to other human resource management systems such as selection, performance appraisal, and compensation. 6. Recognize basic human resource management tools such as record keeping, performance appraisal forms, and other Federal /State mandated forms.
Materials	No specific textbook required. Lecture notes, Instructor provided handouts delivered during class sessions or through other electronic means. Student should be familiar with use of Blackboard software through Connections on the Webster University Web-Site.

<p>Grading</p>	<p>Course Requirements:</p> <table border="0"> <tr> <td>Paper</td> <td>150</td> </tr> <tr> <td>Midterm-exam</td> <td>150</td> </tr> <tr> <td>Final Exam</td> <td>150</td> </tr> <tr> <td>Group exercise</td> <td>100</td> </tr> <tr> <td>Individual presentations</td> <td><u>50</u></td> </tr> <tr> <td>Total possible points</td> <td>600</td> </tr> </table> <ul style="list-style-type: none"> • Turning in late papers and/or assignments will result in a lower grade • Incompletes will rarely be given and only under dire circumstances • Specific requirements for papers and presentations will be given to each student at the beginning of the course <p>Grading Scale 93-100 A 90-92 A- 87-89 B+ 83-86 B 80-82 B- 70-79 C 0-69 F</p> <p>The GRADUATE catalog provides these guidelines and grading options:</p> <p>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</p>	Paper	150	Midterm-exam	150	Final Exam	150	Group exercise	100	Individual presentations	<u>50</u>	Total possible points	600
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<p>Activities</p>	<p>Lecture, Discussion, Video clips, Class group problem solving, Group presentations.</p>												
<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.</p>												

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 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.

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.

Student Assignments Retained

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 information about that student will be redacted from the assignment or project.

Contact Hours for this Course

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>Course Policies</p>	<p>You will still be responsible for completing the assigned exercises and papers on time. Late assignments will not be accepted except for emergency situations pre-approved by instructor. There will be two examinations, each covering about half of the material, which will consist primarily of multiple choice, short answer and essay questions. The examinations will cover all of the assigned reading and lecture notes.</p> <p>INTEGRATIVE/SECONDARY RESEARCH PAPER: You will be required to write a 15-20 page double-spaced paper on any approved topic in the field of Human Resources Management. The instructor must approve an outline of the paper. The paper should include a current literature review of the topic, including comprehensive secondary research from appropriate scientific, professional, and academic journals and publications. Some optional, extra credit assignments may also be given. Penalties will be given for late assignments.</p>
<p>Week 1:</p>	<p>Introductions</p> <ul style="list-style-type: none"> • Discuss course objectives, expectations, syllabus and major assignments Make group assignments • Discuss: The Regulation of the Employment Relationship • Discuss: Title VII Civil Rights Act 1964 • The Nightmare • At Will Doctrine • Implied contract • Small Group Exercises • Case Study: Harassment • Student should be prepared to give their definition of human resources management • Be prepared to present and or discuss an article, or personal experience related to human resources management
<p>Week 2:</p>	<p>The strategic importance of managing human resources</p> <ul style="list-style-type: none"> • HR professionals provide special expertise • The HR triad: Roles and Responsibilities for managing human resources • Managing Diversity • American's With Disability Act Case Study • Employees and sharing responsibility • Understanding the global environment • Be prepared to present and or discuss an article, or personal experience related to human resources management • Complete assigned reading

<p>Week 3:</p>	<p>Fair Treatment and Legal Compliance</p> <ul style="list-style-type: none"> • Roles and responsibilities to ensure fair treatment • Legal means to ensure fair treatment • Forms of discrimination in the workplace • Be prepared to present and or discuss an article, or personal experience related to human resources management. <p>Fair Labor Standards Act</p> <ul style="list-style-type: none"> • Regulation of minimum wage, overtime, equal pay, recordkeeping, and child labor for employees of enterprises engaged in interstate or foreign commerce and employees of state and local governments. • Administrative Exemptions <p>Complete assigned reading Outline/Topic For Paper Due</p>
<p>Week 4:</p>	<p>Risk Management Occupational Safety and Health</p> <ul style="list-style-type: none"> • Topic for group presentation due. Mid-Term Exam. • Health, Safety, & Security in the workplace • OSHA General Industry, Workplace Violence, Workers Compensation • Be prepared to present and or discuss an article, or personal experience related to human resources management. • Complete assigned reading • Be prepared to present and or discuss an article, or personal experience related to human resources management.
<p>Week 5:</p>	<p>Labor Law Coming Together On Issues</p> <ul style="list-style-type: none"> • Employee Relations • Collective Bargaining Agreement/Labor contract negotiation • Employee privacy and management of personal information • Succession Planning • Be prepared to present and or discuss an article, or personal experience related to human resources management. • Complete assigned reading
<p>Week 6:</p>	<p>Labor Law Coming Together On Issues (cont.)</p> <ul style="list-style-type: none"> • Benefits administration, major medical, dental, short term disability, retirement, ERISA, and mandatory benefits • Hiring recruiting and selection for the organization • Background Information Checks, Unemployment administration • Be prepared to present and or discuss an article, or personal experience related to human resources management. • Complete assigned reading



Week 7:	Labor Law Coming Together On Issues (cont.) <ul style="list-style-type: none">• Family Medical Leave Act, Leave of Absence• Termination/Reduction In Force• Coaching, Counseling, Mentoring• Performance Evaluation• Be prepared to present and or discuss an article, or personal experience related to human resources management.• Complete assigned reading
Week 8:	Group Presentations <ul style="list-style-type: none">• Training and Development• Review for Final• Be prepared to present and or discuss an article, or personal experience related to human resources management.• Complete assigned reading
Week 9:	Course Summary: Final Exam
Additional Information	
Approved by	Michael Hostetler, Faculty Coordinator, 3-9-2009