

Course	HRDV 6000 Integrated Studies in Human Resources
Term	Spring 1, 2010 Ocala Metropolitan Campus
Instructor	Name: Dr. Richard V. Perrone Phone: 352-615-0833 Email: Richardperrone21@webster.edu & dr.rvperrone@gmail.com
Catalog Description	The student is expected to synthesize and integrate the learning Experiences acquired in human resources development and to evaluate the research and current topics relative to this major. Techniques to accomplish these goals may vary.
Prerequisites	All of the prerequisite and core courses in the Masters in HRDV program must be taken before enrolling in HRDV 6000 (MNGT 5590, HRDV 5000, HRDV 5620, HRDV 5610, HRDV 5560, HRDV 5700, HRDV 5750).
Course Level Learning Outcomes	<ul style="list-style-type: none"> • Students will know and explain the important terminology, facts, concepts, principles, and theories used in the field of Human Resources Development. (Mandatory topics) • Students will be able to analyze Human Resource Development situations. • Students will be able to synthesize intellectual explaining of HRD models with methodological competencies. • Students will be able to implement Human Resource Development solutions to real organizational problems. • Students will be able to measure their results against HRD theory-based criteria and standards of performance. • Students will be able to distinguish the strategic issues facing the field in an era of global change. • Students will be able to interpret the implications of organizational change for the HRDV practitioner. • Students will be able to demonstrate teamwork competencies. • Students will be able to analyze complex organizational situations and problems and propose solutions. • Students will be able to write a statement of their HRDV practice philosophy and professional standards. • Students will be able to debate current topics and issues in the professional literature. • Students will be able to construct their own working theories of Human Resources Development. • Students will be able to categorize critical roles for the HRDV practitioner that will transform the field.

Materials	Human Resource Development in the 21 st Century. Marc Effron, Robert Gandossy, & Marshall Goldsmith. ISBN-0-471-43421-3																										
Grading	<table border="0"> <thead> <tr> <th data-bbox="488 348 1024 380"><u>Requirement</u></th> <th data-bbox="1024 348 1461 380"><u>% of Grade</u></th> </tr> </thead> <tbody> <tr> <td data-bbox="488 415 1024 447">Chapter Assessments</td> <td data-bbox="1024 415 1461 447">45%</td> </tr> <tr> <td data-bbox="488 489 1024 520">Mid-Term Exam</td> <td data-bbox="1024 489 1461 520">20%</td> </tr> <tr> <td data-bbox="488 562 1024 594">Final Exam</td> <td data-bbox="1024 562 1461 594">20%</td> </tr> <tr> <td data-bbox="488 636 1024 667">HR Development Research Paper</td> <td data-bbox="1024 636 1461 667">15%</td> </tr> <tr> <td colspan="2" data-bbox="488 709 1461 741">Grading Scale:</td> </tr> <tr> <td data-bbox="488 783 764 814">100-94</td> <td data-bbox="764 783 1461 814">A</td> </tr> <tr> <td data-bbox="488 846 764 877">93-90</td> <td data-bbox="764 846 1461 877">A-</td> </tr> <tr> <td data-bbox="488 909 764 940">89-87</td> <td data-bbox="764 909 1461 940">B+</td> </tr> <tr> <td data-bbox="488 972 764 1003">86-83</td> <td data-bbox="764 972 1461 1003">B</td> </tr> <tr> <td data-bbox="488 1035 764 1066">82-80</td> <td data-bbox="764 1035 1461 1066">B-</td> </tr> <tr> <td data-bbox="488 1098 764 1129">79-70</td> <td data-bbox="764 1098 1461 1129">C</td> </tr> <tr> <td data-bbox="488 1161 764 1192">Below 70</td> <td data-bbox="764 1161 1461 1192">F</td> </tr> </tbody> </table>	<u>Requirement</u>	<u>% of Grade</u>	Chapter Assessments	45%	Mid-Term Exam	20%	Final Exam	20%	HR Development Research Paper	15%	Grading Scale:		100-94	A	93-90	A-	89-87	B+	86-83	B	82-80	B-	79-70	C	Below 70	F
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Activities	<p data-bbox="488 1209 1445 1272">The class will consist of case studies and journal article analysis which the student will present their analysis to the class.</p> <p data-bbox="488 1314 1430 1419">The students as a group will do in class journal article/case study analysis assigned that day by the instructor then they will present their findings to the class.</p> <p data-bbox="488 1461 1445 1713">There will be a research paper pertaining to HRDV that will enhance the student's workplace or home. The students will use proper HRDV terminology and use five theorists to support their research papers content. The topic will be agreed upon by the student and instructor. Students will be mindful of the laws affecting their change. Students will properly cite in APA format all references for their paper and they will include at least seven different references within the paper.</p> <p data-bbox="488 1755 1284 1787">Any paperwork turned after the last class will not be accepted.</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. 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 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>	<p>Attending class, using APA manual, and utilizing human relations skill during teamwork will assist with successful completion of this class.</p>

<p>Weekly Schedule</p> <p>Week one</p> <p>Week two</p> <p>Week three</p> <p>Week four</p> <p>Week five</p> <p>Week six</p> <p>Week seven</p> <p>Week eight</p> <p>Week nine</p>	<p>Administrative duties-Assignments-Cover Syllabus-Research Paper-In class case studies-In class journal articles.</p> <p>Part 1 Chapters 1-6</p> <p>Part 2 Chapters 7-14</p> <p>Part 3 Chapters 15-21</p> <p>Part 4 Chapters 22 36</p> <p>Part 5 Chapters 27-34</p> <p>Do in class journal articles and turn in out of class journal articles</p> <p>Do in class case studies and turn in out of class case studies.</p> <p>Final exam and all paperwork due.</p>
<p>Additional Information</p>	<p>Information concerning the assessment will be given to students in class.</p> <p>Course Requirements:</p> <p><u>Course Attendance:</u> The University reserves the right to drop students who do not attend class the first two weeks 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. The student is subject to appropriate academic penalty for incomplete or unacceptable makeup work, or for excessive or unexcused absences.</p> <p><u>Conduct:</u> Students enrolling in a degree program at Webster University assume the obligation of conducting themselves in a manner compatible with the University's function as an education institution. Misconduct for which students are subject to discipline may be divided into the following categories:</p> <ol style="list-style-type: none"> 1. All forms of dishonesty, cheating, plagiarism, or knowingly furnishing false information to the University. 2. Obstruction or disruption of teaching, research, administration, disciplinary procedures, or other University activities or of other authorized activities on University premises. 3. Classroom disruption. Behavior occurring within the academic arena, including but not limited to classroom disruption or obstruction of teaching, is within the jurisdiction of Academic Affairs. In case of alleged

campus and/or classroom disruption or obstruction, a faculty member and/or administrator may take immediate action to restore order and/or to prevent further disruption (e.g. removal of student[s] from class or other setting). Faculty members have original jurisdiction to address the immediacy of a situation, as they deem appropriate. When necessary and appropriate, Public Safety and/or the local [or military] police may be contacted to assist with restoring peace and order. Faculty response is forwarded to the academic dean (or his or her designee) for review and, if necessary, further action. Further action might include permanent removal from the course. Repeated offenses could lead to removal from the program and/or the University.

4. Theft of or damage to property of the University. Students who cheat or plagiarize may receive a failing grade for the course in which the cheating or plagiarism took place.

Students who engage in any of the above misconducts may be subject to dismissal from the University on careful consideration by the executive vice president of the University or his designee. To the extent that penalties for any of these misconducts (e.g. theft or destruction of property) are prescribed by law, the University will consider appropriate action under such laws.

Students are subject to the Student Code of Conduct and Judicial Procedure described in the Online Student Handbook and the Student Handbook for Counselor Education.

Course Contact Hours:

Unless a course has enrolled fewer than four students, faculty have a contractual obligation to meet the full complement of contact/meeting hours (32 for undergraduate courses; 36 for graduate courses). Not to meet this full complement of hours may be construed as a breach of contract and may also endanger Webster University's accreditation by The Higher Learning Commission, a commission of the North Central Association of Colleges and Schools, and its licensure by the State of Florida. Finally, course meetings which are missed for any reason must be made up.

Determination of Grades Statement:

Determination of grades is based on the following criteria:

Minimum Requirements:

Products (papers, case studies, projects) must be on time, in the correct format, corrected for spelling and grammar, appropriate materials included and referenced to-the-point and on topic and conclusions must be supported.

Examinations must be complete, accurate, neat, evidence clear thought, and

exhibit concise and to-the-point responses.

Behavior in class discussions and group activities should be responsible, should exhibit open communication, be constructive, and helpful.

Mastery Level (Grade of “B”): *Professional Achievement*

Products must meet the requirements stated above for minimum requirements and additionally meet professional criteria. For example, documentation should be included to support research papers, the APA format should be used consistently throughout the paper, and substantially more than the minimum number of references should be included. Presentations should be logical, organized, and comprehensive.

Examinations should be organized, in depth, comprehensive, logical and complete, and evidence thorough understanding of the subject /topic through application of principles.

Classroom behavior should exhibit very focused activity and thought on the subject at hand, be motivated, and assist in discovery of new insights and relationships concerning the subject/topic of discussion.

Mastery Level Plus (Grade of “A”): *Creative Achievement*

Products must meet all requirements stated above and additionally meet creative criteria. These criteria include unique topic or subject selection, synthesis of ideas, evaluation of subject matter and positions found in the literature, be creative in approach, establish new relationships with ideas and provide new insights.

Examination responses indicate insightfulness of understanding, a synthesis of information and unique ideas, and rationale for application of principles following careful analysis.

Classroom behavior should exhibit very focused activity and thought on the subject at hand, be motivated, and assist in discovery of new insights and relationships concerning the subject/topic of discussion.

The grade of “A” represents the best work of students, accomplished in a unique and professional manner.

Note:

To achieve the objectives of this course, this syllabus may be revised at the discretion of the instructor without prior notification or consent of the student.

For Webster University policies and procedures, please refer to the Catalog and Student Handbook.

Reviewed by: Nicki Nance

Job Title: Faculty Coordinator

Date: 11/13/09