

LINCOLN UNIVERSITY

DEPARTMENT OF BUSINESS AND ECONOMICS

BA 308 HUMAN RESOURCES MANAGEMENT

Course Units: 3 semester units

Class hours: 45 lecture hours

Semester: Spring semester 2012

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Catalogue Course Description: BA 308 Human Resources Management: This course is concerned with those concepts pertaining to the prudent management of a firm's human resources. It deals with those being considered for positions, those part of the firm, and those leaving. The concepts are found in the application of principles and norms for recruiting, selection, training, evaluation, and performance appraisal. The value of intra-firm contacts and discussion for matters of discipline and the negotiation of salary and wage matters are emphasized. Also covered are: labor relations, safety, supervision, incentive programs, federal and state regulation, particularly regarding discrimination, harassment, and environmental concerns.

(3 units)

Course Objectives: The course provides a complete, comprehensive review of essential personnel management concepts and techniques such as equal opportunity and the law, job analysis, recruitment and placement, testing, training and development, compensation, benefits and employee services, labor relations, employee safety and health, and International human resources. An integrating theme throughout the course is "The High Performance Organization: Building Better, Faster, More Competitive Organizations through Human Resources." A second integrating theme is that of creating competitive advantage by fostering employee commitment.

Methodology: Lectures supported by PowerPoint slides, discussion groups, class handouts and accompanying exercises, video cases viewed and evaluated in class, Internet based exercises and quizzes, written case studies, walking field trips to local businesses and/or government agencies, and guest lectures when appropriate.

Instructional Materials and References:

Required Textbook: Dessler, Gary, "Human Resource Management," 8th ed. (Upper Saddle River, New Jersey: Prentice-Hall, 2000). ISBN 0-13-014124-0.

Note: An updated 10th edition may also be substituted for the 8th edition but take note of the differences in chapter numbering and let the chapter titles be your guide which are similar if not identical to the 8th edition.

Companion Web Site: www.prenhall.com/dessler

This powerful Prentice-Hall Web site offers chapter-specific current events, Internet exercises, online study guide, and downloadable supplements.

Assignments: Various chapter behavioral objectives and readings in the textbook, related course exercises, written cases and selected case questions to be answered will be assigned during the course. Particular attention should be directed to chapter behavioral objectives and summaries containing implications for managers since they help to organize the content of the chapters and to identify the most important information to be included in the course examinations. Completion of reading assignments prior to the class dates is essential not only to understanding the subject matter but also to enhancing the quality of participation in class.

Case Studies: Students are required to submit one or more assigned case studies. Your case study solutions should cover the case scenarios in some detail, sources in addition to the class text should be used such as outside readings, computer searches, etc., the bibliographies, as well as facts and figures, must be documented by proper annotation and referencing, and you should summarize the outcome or major concluding points of the case studies applying relevant concepts, theories, systems, strategies, and practical applications found in your textbook. You may submit attachments with your case studies, graphs, charts, etc., but sources must be properly documented.

Textbook Chapter Outline (8th edition):

****Chapters to be covered in course. Other chapters may be covered in lectures but will not be included in the content of quizzes or exams.**

****Chapter 1 The Strategic Role of Human Resource Management**

****Chapter 2 Equal Opportunity and the Law**

Chapter 3 Job Analysis

****Chapter 4 Personnel Planning and Recruiting**

Chapter 5 Employee Testing and Selection

****Chapter 6 Interviewing Candidates**

****Chapter 7 Training and Developing Employees**

Chapter 8 Managing Organizational Renewal

****Chapter 9 Appraising Performance**

****Chapter 10 Managing Careers and Fair Treatment**

Chapter 11 Establishing Pay Plans

- **Chapter 12 Pay-For-Performance and Financial Incentives**
- **Chapter 13 Benefits and Services**
- **Chapter 14 Labor Relations and Collective Bargaining**
- **Chapter 15 Employee Safety and Health**
- **Chapter 16 Managing Human Resources in an International Business**

Testing: Assessment Criteria and Method of Evaluating Students:

Attendance: Regular attendance at classes is essential. Excessive absences may result in lowering of the final course grade or even dismissal from class resulting in a loss of credit. Absences due to illness may be excused provided the absence excuses are accompanied by a licensed medical practitioner's signed note or letter attesting to the period of illness. Students are responsible for making up the class work missed.

Examinations: The mid-term exam covering chapters 1, 2, 4, 6, 7, 9, and the final exam covering chapters 10, 12, 13, 14, 15, 16, will each consist of short answer and/or essay questions evaluating the student's understanding of the basic concepts, terms, processes, and issues covered in the course.

Grading Scale (Point/Grade Conversion):

100-95 A	76-74 C
94-90 A-	73-70 C-
89-87 B+	69-67 D+
86-84 B	66-64 D
83-80 B-	63-60 D-
79-77 C+	59 or <F

Assigned Grade Percentages:

- 25% Mid-term exam (chapters 1, 2, 4, 6, 7, 9)**
- 25% Final exam (chapters 10, 12, 13, 14, 15, 16)**
- 25% Written case studies**
- 20% Course exercises**
- 05% Attendance**

Standards: Students will be responsible to attend all lectures and complete the textbook chapter readings, mid-term examination, final examination, written and/or video case study analyses, Internet assignments and/or quizzes, and participate in class discussions and exercises, and field trips when applicable.

Integrity and Quality of Scholarship: Integrity of scholarship must be maintained at all times. Plagiarism (copying directly from an author's work) is not permitted. All written work is to be word-processed unless otherwise indicated and should

reflect college-level ability in structure, grammar, spelling, and sophistication of analysis.

Supplemental Materials: Handouts may be distributed during the class on HRM related topics as deemed appropriate by the instructor. You may be held responsible for the content of handouts on the course examinations.

Modification of the Syllabus: The instructor reserves the right to modify this syllabus at any time during the course. An announcement of any changes will be made in class.

NB (Note Well): Read all assigned chapters in preparation for the examinations without regard to lectures which may supplement rather than follow the text.

Class Schedule:

Spring Semester 2012, 03/19/12 to 05/07/12

Meeting days/times: Monday/Wednesday, 6:30 PM to 9:15 PM

**Monday, March 19, Chapter 1, The Strategic Role of Human Resource
Management**

Wednesday, March 21, Chapter 2, Equal Opportunity and the Law

Monday, March 26, Chapter 4, Personnel Planning and Recruiting

Wednesday, March 28, Chapter 6, Interviewing Candidates

Monday, April 2, Chapter 7, Training and Developing Employees

Wednesday, April 4, Chapter 9, Appraising Performance

Monday, April 9, Mid-term Examination

Wednesday, April 11, Chapter 10, Managing Careers and Fair Treatment

Monday, April 16, Chapter 12, Pay for Performance and Financial Incentives

Wednesday, April 18, Chapter 13, Benefits and Services

Monday, April 23, Chapter 14, Labor Relations and Collective Bargaining

Wednesday, April 25, Chapter 15, Employee Safety and Health

**Monday, April 30, Chapter 16, Managing Human Resources in an
International Business**

Wednesday, May 2, Review

Monday, May 7, Final Examination

ALL ASSIGNMENTS DUE; NO EXCEPTIONS!

Date Syllabus Was Last Reviewed: January 11, 2012