

DOANE COLLEGE
Spring 2012
BUS 602
Human Resource Management

Instructor: Dr. Ted Hill

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Office Hours: Before and after class or by appointment

Course Description: Human Resource Management is one of the primary business functions. Like marketing, finance, operations, etc., human resource management is a highly complex and strategic discipline. We will conduct our exploration of this subject by examining each sub-function in detail. We will also examine how HRM serves as a strategic partner with each of the other primary business areas. Finally, we will look at where the field of HRM is headed in the future.

Text: Managing Human Resources, 7th Edition, 2012, Gomez-Mejia, L, Balkin, D., Cardy, R., Prentice Hall. (ISBN 9780132729826)

Requirements:

Mid-Term Exam	30%
Final Exam	30%
Project Paper	30%
Class Contribution	10%

Exams will be a combination of short answer and short essay questions. The project paper will be explained in detail during class. Class contribution will be critical to the success of this course. Each of us will have experiences that can be of great benefit to the entire class, and you will be expected to share them. Please read the assigned material prior to each class. You should also keep abreast of major business news. These topics will frequently be discussed during class.

Proposed Schedule of Events:

<u>Week</u>	<u>Topic</u>	<u>Assignment</u>
One	Strategic HRM - Overview	Chapters 1 & 2
Two	Managing a Diverse Workforce	Chapters 3 & 4
Three	Recruitment and Selection	Chapters 5 & 6
Four	Performance Management	Chapter 7
Five	Mid-Term Exam Due Training and Development	Chapters 8 & 9
Six	Compensation and Benefits	Chapters 10, 11 & 12
Seven	Employee Relations	Chapter 13 & 14
Eight	Labor Issues and OSHA	Chapters 15 & 16
Nine	Final Exam Due	