Course Description:
This course provides advanced in – depth exposure to relevant human resource topics. Students apply human resource principles and tools to actual and simulated case situations. Topics include human resource planning and forecasting, recruiting and selection, performance appraisal, compensation administration and labor relations.

Course Outline (by week):
1) 3/18 - Read & review chapter 1, pages 3-16. “Critical Thinking” exercises on readings due. Break into groups for presentations.
4) 4/08 - Read & review chapter 4, pages 149-169. “Critical Thinking” exercises due. “Midterm” exam given out at class.

Course learning Objectives:
1) Develop a general understanding of human resource strategy.
2) Develop a better understanding of management options in human resource strategy.
3) Learn advanced human resource principles.
4) Develop presentation skills.

Text:

Grading Scale:
A+ = 98 – 100%; A = greater than 92 & less than 98 %; A- = 90 – 92%; B+ = 88 & less than 90%; B = greater than
82 & less than 88%; C+ = 78 & less than 80%; C = greater than 72 & less than 78; C- = 70 - 72%; D+ = 68 & less than 70%; D = greater than 62 & less than 68%, D- = 60 – 62%; F=<60

Grading:
Grades will be determined by the following, totaling 100% possible, per student:

1. Midterm - 20%
2. Final - 20%
3. Critical Thinking Exercises - that relate to our readings, due weekly. 20%
4. Paper - 5 pages regarding “A CEO I Respect” for their strategic leadership. 20%
5. Group Presentation - group presentation of 25-30 minutes regarding an effective public corporation. 20%

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Total grade = 100%

Academic Integrity:
The Doane College Academic Integrity Policy will be adhered to in this class. All projects and tests will represent your own work. Any use of others ideas and words without proper citation of sources is plagiarism and will result in penalties to be determined by the instructor and/or the Dean of Undergraduate Studies.

Attendance:
The only officially valid reason for missing class is an absence due to illness, or due to work sponsored trips or activities that are beyond your control. It is important that you notify your instructor or contact Doane College/Lincoln prior to any delay as this could result in a lowered final grade. Phone use, texting, emailing or distracting use of laptops or tablets or are not appropriate for our class time. Assignments turned in late will be graded down one letter grade for every day late.
Human Resource Strategy – Business 418
Doane College/Lincoln
Spring Term, 2014 (3 credit hours)
Tuesday evenings 6pm-1030pm

Instructor:
Bill Kostner MBA
Home: 402-421-7522
Office: 402-441-6009
Email: wkostner@neb.rr.com or william.kostner@doane.edu

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