DOANE COLLEGE  
Spring 2014  
BUS 602  
Human Resource Management

Instructor: Dr. Ted Hill

Contact Info:  
Phone: (402) 476-3263  
Email: ted.hill@doane.edu  
ted1952@neb.rr.com

Address: 810 S. 2nd Street  
Lincoln, NE 68510

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.

Balkin, D., Cardy, R., Prentice Hall. (ISBN 9780132729826)

Requirements: Mid-Term Exam 30%  
Final Exam 30%  
Project 30%  
Class Contribution 10%

Exams will be a combination of short answer and short essay  
questions. The project 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.
Course Objectives: After completing the course one should:

- Understand the strategic implications of each major human resources function
- Understand the basics of recruiting and retention
- Understand the nature of compensation and benefits management
- Grasp the concepts comprising organizational development and training
- Understand the ways in which employee relations professionals work
- Understand the ways in which these major human resources functions are interrelated
- Have a basic knowledge of the legal implications of human resources decisions

Proposed Schedule of Events:

<table>
<thead>
<tr>
<th>Week</th>
<th>Topic</th>
<th>Assignment</th>
</tr>
</thead>
<tbody>
<tr>
<td>One</td>
<td>Strategic HRM - Overview</td>
<td>Chapters 1 &amp; 2</td>
</tr>
<tr>
<td>Two</td>
<td>Managing a Diverse Workforce</td>
<td>Chapters 3 &amp; 4</td>
</tr>
<tr>
<td>Three</td>
<td>Recruitment and Selection</td>
<td>Chapters 5 &amp; 6</td>
</tr>
<tr>
<td>Four</td>
<td>Performance Management</td>
<td>Chapter 7</td>
</tr>
<tr>
<td>Five</td>
<td>Mid-Term Exam Due</td>
<td>Chapters 8 &amp; 9</td>
</tr>
<tr>
<td></td>
<td>Training and Development</td>
<td></td>
</tr>
<tr>
<td>Six</td>
<td>Compensation and Benefits</td>
<td>Chapters 10, 11 &amp; 12</td>
</tr>
<tr>
<td>Seven</td>
<td>Employee Relations</td>
<td>Chapter 13 &amp; 14</td>
</tr>
<tr>
<td>Eight</td>
<td>Project Presentations</td>
<td></td>
</tr>
<tr>
<td>Nine</td>
<td>Final Exam Due</td>
<td></td>
</tr>
</tbody>
</table>