Human Resource Strategy – Business 418 - Online  
Doane College - Lincoln  
Winter II term, January 13 - March 15, 2014  
(3 credit hours)

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

Course Description:  
This course provides advanced in-depth exposure to relevant human resource topics. Students apply human resourceprinciples 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:  
1) Read & review chapter 1  
2) Read & review chapters 2 & 3  
3) Read & review chapter 4  
4) Read & review chapters 5 & 6  
5) Read & review chapters 7 & 8  
6) Read & review chapters 9 & 10  
7) Read & review chapters 11 & 12  
8) Read & review chapters 1 – 12

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.

Text:  

Course Learning Strategies To Achieve Objectives:  
This entire class will be on line. Do not attempt this class unless you are able to schedule your time and work independently on a regular basis, to read, complete exercises and exams and papers on line. Access to a computer is essential. All materials must be completed and sent to the instructor by March 15, 2014. Materials normally will be sent by email.

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 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. **Paper Regarding a “CEO I Respect”**
   - Please write up a 5 page paper about a CEO or manager that you respect for their strategic HR practices. This may be a new or previous CEO, manager or leaders that you respect. Please cite all sources, used in this research.

2. **Take Home Midterm Exam**

3. **Take Home Final Exam**

4. **Discussion Questions, found at the end of every chapter**
   - Complete the discussion questions, found at the end of every chapter.

5. **Paper Regarding How You Could Make Your Company More Strategic?**
   - In a paper of at least 5 typed, double spaced pages, please describe how you would make your company more strategic, using the strategies found in our text. Please cite all sources.

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:
This is an online class. Therefore, please contact the instructor directly. Students are expected to complete all materials by March 15, 2014 and to email all required materials to the instructor. The only officially valid reason for not completing this deadline 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 prior to any delay as this could result in a lowered final grade for any delay beyond March 15, 2014.
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Grading:
Grades will be determined by the following, totaling 100% possible, per student:

1. Paper Regarding a “CEO I Respect”-----------------------------------------------20%
   Please write up a 5 page paper about a CEO or manager that you respect for their strategic HR practices. This may be a new or previous CEO, manager or leaders that you respect. Please cite all sources, used in this research.

2. Take Home Midterm Exam ------------------------------------------------------20%

3. Take Home Final Exam ---------------------------------------------------------20%

4. Discussion Questions, found at the end of every chapter------------------------20%
   Complete the discussion questions, found at the end of every chapter.

5. Paper Regarding How You Could Make Your Company More Strategic? ---------------20%
   In a paper of at least 5 typed, double spaced pages, please describe how you would make your company more strategic, using the strategies found in our text. Please cite all sources.

Total grade = 100%

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