BUS 212
HUMAN RESOURCE MANAGEMENT

Doane College - Grand Island
Winter II Term, 2016 (3 credit hours)

Class Location: Grand Island College Park
Class Day/Times: Thursdays, 6:00-10:30pm
Class Meeting Dates: January 14 – February 25, 2016 (meeting in person for 7 classes)

January 14 – Session 1 (ch 1)  February 11 – Session 5 (ch 9, 10, 11)
January 21– Session 2 (ch 2 & 3)  February 18 – Session 6 (ch 12 & 13)
January 28– Session 3 (ch 4, 5, 6)  February 25 – Session 7 (Final Class)
February 4 – Session 4 (ch 7 & 8)

Instructor: Angela Davidson, MBA
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Email: angela.reynolds@doane.edu (old email);
     Soon will be angela.davidson@doane.edu

Course Description:
An introduction to the organization of human resources in business organizations. This course presents human resource issues in a manner relevant to all students and emphasizes practical applications of managers and supervisors in various organizations. Topics include human resource environments, securing human resources, rewarding and developing human resources, and evaluating the human resource function.

Required Text:
ISBN-0133848809

Course Learning Objectives:
1. Develop understanding of the principles and practices related to human resource management.
2. Understand recruiting, selection, and employee orientation and managing diversity in the workplace.
3. Understand issues relating to employee training and the concept of employee performance appraisal and be familiar with strategies to measure performance.
4. Develop understanding of the use of direct and indirect compensation to attract and retain employees.
5. Become familiar with issues related to employee movement, including promotions, terminations, demotions, and retirements.
Course Learning Strategies to Achieve Objectives:
1) Class Lecture
2) Potential guest speakers
3) Group discussion
4) Written assignments
5) Presentations

Course Requirements:

Current Article: Students will find a current HR article, write a short paper on it, and present a verbal summary in class. Information will be provided in session 1 and due session 2.

Class Activities: We will have class/homework activities each session to apply the topics covered in text readings. Full points for these can only be earned if in class.

Reflection: Students will write a short paper reflecting on what they have learned/taken away from the course to date. Information will be provided in session 4 and due session 5.

HR Informational Interview: Students will conduct an informational interview on a professional that can assist them in understanding the world of work as a Human Resource professional. Information will be provided in session 2 and due session 6.

Group Presentation: Students will be assigned to groups (3-4 students) and select a topic from the course readings to present to the class. This presentation must be at least 30 minutes in length and groups will be required to have an activity for the class as well as use visuals in the presentation. Prep time will be given during class. Information will be provided in session 1 and presentations will be given during session 7; attendance is mandatory on this day.

Take Home Exam: Students will be given an exam to complete at home (independently, not group work) with open book. Information will be provided in session 6 and due in session 7.

Final Project: Students will be given a final project to complete at home. Information will be provided in session 6 and due in session 7.

Grading Criteria:
This course is designed for hands on learning and participation in class and group activities. Grades will be calculated based upon the percent of points earned out of the total possible points. The following percentages will apply:

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<th>Percentage Range</th>
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<tr>
<td>90-100%</td>
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Class Points:
Current Article 20 ______
Class/homework Activities (6 x 15pts) 90 ______
Reflection on Class 40 ______
HR Informational Interview 100 ______
Group Presentation 100 ______
Take Home Exam 100 ______
Final Project 150 ______
Total 600 points ______

Attendance and Participation Policy:
Timely attendance for each class is essential. Students are expected to attend all class sessions. The only officially valid absences are absences due to illness, death in immediate family, scheduled travel or absences due to college/work sponsored trips or activities beyond the student's control. When absence is unavoidable, students should arrange in advance (at least 24 hour notice) with the instructor for the completion of all work missed, if allowed.

Class/homework activities missed will be worth a maximum of 10 points.

Excessive absences or tardiness may jeopardize the student’s academic standing. Degree Completion students who have missed more than two class meetings normally receive an “F” unless they are formally withdrawn.

Students are expected to complete assigned readings and activities prior to class and be prepared to engage in the evening’s activities. Participation is a requirement of this course. Participation includes active involvement in class and in small group discussion and activities.

Late Work:
Late work should be avoided. However, it will be accepted up to 3 days past the due date. Each day it is late will be -10 points.

Academic Integrity:
The Doane College Academic Integrity Policy will be adhered to in this class. All projects and tests must 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.

Email Procedure:
All assignments and communication must be submitted using your doane.edu email address.

Cell Phones:
Unless expecting an emergency, cell phones should not be used during class. They may be used during breaks. If the instructor notices use of cell phones by a student, they will lose points for that day’s class activities without notice.