BUS 361W-7
CONTEMPORARY ISSUES IN HUMAN RESOURCE MANAGEMENT

Doane College - Grand Island
Fall Term, 2013 (3 credit hours)

Class Location: Grand Island College Park
Class Day/Times: Mondays 6:00-10:00pm
Class Meeting Dates: August 19 – October 7, 2013 (meeting in person for 7 classes)

Instructor: Angela Reynolds, MBA
Phone: 308-398-7326
Email: angela.reynolds@doane.edu

Course Description:
This course provides opportunities for students to conduct in-depth analyses involving topics such as employee recruitment and selection, performance evaluation and discipline, workplace discrimination, and recent issues raised by the Americans With Disabilities Act. Students successfully completing this course will be able to 1) list and explain the requirements of the primary employment laws, 2) identify specific discriminatory management practices related to employee recruitment, 3) selection, promotion, transfer, layoffs, and benefits, 4) discuss the requirements of the Americans With Disabilities Act, 5) discuss performance appraisal and the role that feedback plays in that process and 6) explain how to ensure fairness in the discipline process and the ramifications of a poorly designed program. Prerequisite: BUS-242 or permission.

Required Text:

Course Learning Objectives:
1) Develop a general understanding of current trends in human resource management.
2) Develop a general understanding of federal regulations related to HR management.
3) Develop a general understanding of key human resource management terms and concepts.

Course Learning Strategies to Achieve Objectives:
1) Class Lecture
2) Potential guest speakers
3) Group discussion
4) Written assignments
5) Presentations
Course Outline (by week):
1) Read chapter 1 & 2
2) Read chapter 3
3) Read chapter 4 & 5
4) Read chapter 6
5) Read chapters 7
6) Read chapter 8
7) Read chapter 9 & 10
8) NO CLASS MEETING

Assignments:
*All papers submitted in the class shall be Times New Roman size 12 font, double spaced, and utilize proper APA citations and references.

COURSE PARTICIPATION (7wks x 5pt each week) 35pts
This course will provide many opportunities for interaction between students during class sessions and for individual reflection. Much of the discussion in the class sessions will be generated by the student population. It is expected that all students will be present and prepared for each course session and will participate in the course activities and discussions.

CURRENT HR ARTICLE (6wks x 5pt each week) 30pts
Find a current HR article in the paper, magazine, or online and bring a copy to discuss each class during weeks 2-6. The article should relate to the weekly readings for the particular week. Prepare to discuss this article with the rest of the class.

WEEKLY REFLECTION PAPER (6wks x 15pt each week) 90pts
Complete a weekly paper answering reflection questions provided in class for weeks 2-7. Each reflection should be 1-2 pages in length.

HR RESEARCH PAPER & PRESENTATION Paper 70pts & Presentation 25pts
Pick a HRM topic and research it. The purpose of this assignment is to train or educate the course participants about a specific HRM related issue or practice. The written paper will be 4-6 pages in length and the PowerPoint presentation (presented to the class) will be 15-20 minutes in length. Students will select their topic during week 1 and will sign up for a presentation slot during weeks 3-7.

INTERVIEW HR PROFESSIONAL 40pts
Interview someone currently in the human resources field. Ask them to define their role as a Human Resources professional and to identify and briefly describe the basic processes for which they are responsible. Identify the challenges they experience. Explore their relationship within the organization strategic plan. What is HR’s role in the entire organization? Following the interview, write a 2-3 page paper summarizing what you learned and compare it with what the author of the text describes as the changing perspective of Human Resources Management. This assignment is due in week 5.
CASE ANALYSIS  150pts
This written assignment is intended to be a critical analysis of a case that will be provided in class. Analyze the HRM and other organization performance issues and provide recommendations as to organization improvement utilizing theoretical concepts discussed in the course. The written paper will be 8-10 pages in length. This assignment is due in week 8 (no class held this week, just turn in case analysis).

FINAL EXAM SCENARIO  60pts
Students will be provided the opportunity to demonstrate an understanding of and the ability to apply the concepts presented. One comprehensive group exam scenario will be given during week 7.

Total Points for Course  500pts

Grading Scale:
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<td>450-500</td>
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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.

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, scheduled travel or absences due to college or work sponsored trips or activities beyond the student’s control. When absence is unavoidable, students should arrange in advance with the instructor for the completion of all work missed. Absences will result in zero points for participation for that particular class meeting. 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.