Human Resource Strategy – Business 418  
Doane College/Lincoln  
Winter I Term, 2012 (3 credit hours)  

Instructor:  
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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) 10/23 - Read & review chapter 1  
2) 10/30 - Read & review chapters 2 & 3  
3) 11/6 - Read & review chapter 4  
4) 11/13 - Read & review chapters 5 & 6. Take home midterm exam given out in class.  
5) 11/20 - Read & review chapters 7 & 8. Take home midterm exam due back at the start of class.  
6) 11/27 - Read & review chapters 9 & 10  
7) 12/4 - Read & review chapters 11 & 12. Take home final exam given out in class.  
8) 12/11 - Read & review chapters 1 – 12. Take home final exam due back at the start of class. Both papers also due at the start of 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.

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 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”-----------------------------------------------------------------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. Due at our 8th class.

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, and turn in weekly.

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. Due at our 8th class.

\[ \text{Total grade} = 100\% \]

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 prior to any delay
as this could result in a lowered final grade. Phone use and emailing is not appropriate for class.