

MISSISSIPPI VALLEY STATE UNIVERSITY
DEPARTMENT OF BUSINESS ADMINISTRATION
MASTER OF BUSINESS ADMINISTRATION PROGRAM
BA 638-E01 HUMAN RESOURCE MANAGEMENT
FALL 2022 (ONLINE)

COURSE INFORMATION

<i>Course Number/Section</i>	BA 638-E01 (3 credit hours)
<i>Course Title</i>	Human Resource Management
<i>Term</i>	Fall 2022 (August 22 nd – December 9 th)
<i>Pre-requisite Course</i>	None.

PROFESSOR'S CONTACT INFORMATION

<i>Professor</i>	Dr. Alvin L. Ward, II
<i>Office Phone</i>	662-254-3608
<i>Email Address</i>	alvin.ward@mvsu.edu (This is the preferred method of contact.)
<i>Office Location</i>	Business Education Building – Room 306
<i>Office Hours</i>	<u>Mondays & Wednesdays:</u> 9:00 AM – 10:00 AM; 1:00 PM – 2:00 PM <u>Tuesdays & Thursdays:</u> 9:00 AM – 12:00 PM

COURSE DESCRIPTION

The primary objective of this course is to provide the students with an opportunity to learn and apply the core theories, strategies, principles and practices of effective human resource management. This course provides a manager's perspective of the effective management of the human resources of an organization.

Human Resource management is a central function of any organization. Generally, 50 percent or more of an organization's operating budget is used to pay the people who work there. HR management can be defined as the effective use of human capital in an organization through the management of people-related activities. It involves leadership, values, employment planning, recruitment, and selecting employees, training and compensating them, and evaluating their performance. It also significantly influences the corporate culture and norms.

The general purpose of BA 638-E01 is to familiarize students with the basic principles and techniques of human resource management. The course takes a practical view that integrates the contributions of the behavioral sciences with the technical aspects of implementing the HR function in the "real world." Certainly not, everyone who takes this course will become a human resource professional, although they will learn a great deal about those roles. Indeed, for many students this course will be the only HR course they take on the Master's Level. However, all managers, no matter what their specialization, play an integral role in carrying out HR policies and practices in their organization – and they have to deal with their organization's human resources department.

In this course, you will develop an understanding of how human resource decisions contribute to organizational effectiveness and a firm's competitive advantage. This knowledge can be applied in small, medium, and large firms, as well as non-profits. As there are a variety of ways to examine human resource management, the approach in this course is clarified as follows:

1. This course approaches the management of human assets from a **strategic perspective**. While this course covers HRM topics such as HR Strategy, Planning and Recruitment, Staffing, Training and Development, Retention, Performance Management, Compensation and Benefits, and other aspects of HRM, this course considers the relationship between these HRM practices and organizational effectiveness. In turn, this course adopts an integrative approach. Thus, application of your (1) knowledge from previous coursework in

- strategy, management, accounting, finance, operations, and so forth, (2) work experience, and (3) judgment, critical thinking, and creativity will be important to your learning experience in this course.
2. This course will take a **general management perspective**. HRM policy decisions can no longer be designated as a staff function for a firm to achieve a competitive advantage. The employment of HRM policies and practices is a general management responsibility. In turn, this course focuses on the role of managers and how they can develop and implement effective, efficient, and ethical human resource practices that support firms' strategic objectives. Thus, this course supports a wide-range of careers across disciplines.

COURSE OBJECTIVES

Upon completion of the course:

- 1) Students will understand the strategic role of human resources.
- 2) Students will understand the importance of hiring to achieve organizational objectives.
- 3) Students will understand how to manage training and development of subordinates.
- 4) Identify and analyze human resource management problems in organizations and develop strategic solutions to these problems.
- 5) Use quantitative tools and information where appropriate to make and explain decisions.
- 6) Partner with HRM professionals or Company leaders to implement strategic human resource management practices.
- 7) Appreciate the importance of human resource management as a field of study and as a central management function.
- 8) Understand the implications for human resource management of the behavioral sciences, governmental regulations, and court decisions.
- 9) Know the elements of the Human Resource function (e.g. – recruitment, selection, training and development, etc.) and be familiar with each element's key concepts & terminology.
- 10) Apply the principles and techniques of human resource management gained through this course to the discussion of major personnel issues and the solution of typical case problems.

REQUIRED BOOK

Managing Human Resources 12th Edition

Authors: Cascio

ISBN: 9781260681352

CASE PREPARATION TIPS FOR STUDENTS

A variety of cases will be analyzed in this course. The final selected cases were based on the relevance to the week's topics, quality of the case, a balance of strategic HR issues and decisions, a variety of industries, cases of varying length and complexity, and organizations in which students are likely to have an interest.

Case teaching is used because it lets the students apply theory and judgment to real problems and enables students to learn from each other and not just from the professor. Students will be stating and comparing opinions and learning from differences and similarities. In turn, you must be prepared to analyze a case and learn from it.

In general, to prepare a case follow these steps:

- I. Read the case briefly by yourself to get an overview of the facts and understand the company, industry, and exhibits.
- II. Actively read the case carefully to construct your own meaning. And answer any questions posed in the case or that are supplied with the case.
- III. Make a sheet of notes with your suggested solution (or alternative solutions) to refer to.

GRADING

Course grades will be based on points earned.

BA 638-E01: Grading Scale*

Total of Available Points	Approximate Letter Grade
90 – 100	A
89 – 89	B
70 – 79	C
60 – 69	D
0 – 59	F

**Approximate. Subject to change depending on final grades at end of course.*

Determinants of Final Course Grade

Due Date	Course Element
August 26	Student Bio (Attendance Indicator)
August 27	Chapter 1 Assignment
August 30	Chapter 1 Assessment
September 3	Chapter 2 Assignment
September 5	Chapter 2 Assessment
September 10	Chapter 3 Assignment
September 12	Chapter 3 Assessment
September 17	Chapter 4 Assignment Discussion 1
September 24	Chapter 5 Assignment Discussion 2
September 26	Chapter 5 Assessment
September 30	Case 1 Analysis Paper
October 1	Chapter 6 Assignment
October 3	Chapter 6 Assessment
October 7	MID-TERM EXAMINATION
October 15	Chapter 7 Assignment
October 17	Chapter 7 Assessment
October 21	Discussion 3

**All aspects of this syllabus, excluding UNL policies, are subject to revision*

October 22	Chapter 8 Assignment
October 24	Chapter 8 Assessment
October 28	Case 2 Analysis Paper
October 29	Chapter 9 Assignment
October 31	Chapter 9 Assessment
November 5	Chapter 10 Assignment
November 7	Chapter 10 Assessment
November 12	Chapter 11 Assignment
November 14	Chapter 11 Assessment
November 18	Case 3 Analysis
November 19	Chapter 12 Assignment Discussion 4
November 28	Chapter 12 Assessment
December 9	COMPREHENSIVE FINAL EXAMINATION

Grade Appeals. Grade appeals must be submitted by email within 48 hours of grade distribution and contain a justified argument for the appeal. I will review the appeal and re-grade the assignment. This re-grade may be higher or lower than the original grade. *I will not consider grade appeals for assignments after submitting final grades, unless it is a computational error.*

If you are concerned about your grade during the semester, let me know early. DO NOT wait until the end of the semester to see me regarding problems with the course material or your performance (it will be too late to address deficiencies at the end of the semester).