

SYLLABUS

1. Wayland Baptist University, Phoenix, Downtown Campus, School of Business
2. Mission Statement: Wayland Baptist University exists to educate students in an academically challenging, learning-focused and distinctively Christian environment for professional success, lifelong learning, and service to God and humankind.
3. Course: **MGMT 5309** – 1, Human Resource Management
4. Term: Summer 2009
5. Instructor: Edward Favilla, Ph.D.
6. email: Eolaf96@aol.com
7. Office Hours – Before class
8. Class Meeting Time and Location: 5/26/09-8/04/09, Tues., 5:30-9:40 pm, 2702 N. 3rd St., Phx, AZ (CPF)
9. Catalog Description: Philosophy of human resource management; behavioral science perspectives; ethical and legal environmental influences; cases and experimental exercises reflecting issues, concerns, and problems; personnel/human resource management activities. (2008-2009 Academic Catalog, p.344)
10. Prerequisites: MGMT 3304 or consent of the division.
11. Required Textbook and Resources:

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#	REVIEW
<u>Human Resource Management</u>	Mathis	12 th	2008	Cengage Learning	0-324-54275-5	Spring 09

12. Optional Materials: none
13. Course Outcome Competencies:
Upon completion of this course the student should be able to:
 - Define the role of Human Resources in today's high-powered work place.
 - Develop an approach to organizational change through Human Resource policy.
 - Analyze successes and failures in Human Resource Management.
 - Describe and classify the global marketplace for Human Resource Management.
 - Interpret technological aspects of Human Resource Management.
 - Determine changes in demographic and workplace needs.
 - Explain the importance of human capital (training) and examine models of training.
 - Develop a resource base for managing Human Resource issues.
 - Determine impacts of government policy on the Human Resource element of the firm.
 - Evaluate ethical, equitable and efficient aspects of Human Resource practices.
 - Assess the Human resource environment using market indicators in Human Resource Management.
 - Develop strategies of cost containment through Human Resource Management.
 - Interpret legal requirements levied on Human Resource Management.
 - Develop Human Resource policy for a firm.
 - Prepare for the Professional Human Resource Certification Examination.
14. Attendance Requirements: All absences must be explained to the instructor. More than two class absences are cause for failure.

15. Disability Statement: “It is university policy that no otherwise qualified disabled person be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university.”

16: Course Requirements and Grading Criteria: Course Work and Basis for Evaluation:

1. The required textbook readings, written assignments, examinations, and instructor evaluations and class sessions will serve as the basis for the student's grade. Class sessions will include both lecture material and conversational discussion.

2. The required textbook readings, written and oral assignments, and examinations are noted on the attached schedule.

3. Each student will prepare the following assignments:

a. Please read the local papers (business sections), Wall Street Journal, or some business related periodical and find an article that has some human resource issue. e.g., current recession issue regarding suspension of the level of health benefits. Please copy the article you select for all in the class and give a five minute report on why you think the stated policy is human resource & ethically appropriate or otherwise. (50 points)

b. The second assignment will be to do two case studies. Your case study reports should be no more than three pages in length. You should give a brief history of the company, the company's record in various human resource related areas, e.g., health benefits, savings accounts, etc. and give your recommendation as to how the company could do better on behalf of its employees. Each case study should include the use of at least three references beyond the textbook to substantiate your comments. Each student will be asked to give a five/ten minute report on their findings for both case studies. (150 points for each case)

c. The third assignment will be to write an essay (four pages max.) on what you consider as the imperative of the ideal human resource department. This is basically a summary paper of your 'human resource stance' from your experience, prior course work and what you have gleaned from this class. This is your philosophy of human resource management as stated in the course description. The paper should include at least five references beyond the textbook. You will be asked to give a ten minute presentation to the class. (150 points)

4. The examinations will be essay in nature on the material assigned by the date of the examination.

5. The instructor's evaluation will consider the level and quality of participation, particularly during the student presentations.

6. The total basis for evaluation will be as follows:

Examinations	400 points	
Papers	500 points	
Instructor's Evaluation	100 points	A = 900+ points; B = 800+ points; C = 700+ points.

17. Tentative Schedule:

May 26 – Introduction, Course objectives, History

June 2 – Human Resource Theory and Practice, (HRT&P) Read Chapters 1 & 2, Questions & Discussion(Q&D)

June 9 – Read Chapters 3 & 4, Q & D. First assignment due

June 16 - Read Chapters 5 & 6, Q & D, First Case study due

June 23 - More HRT&P, Read Chapters 7 & 8, Q & D

June 30 – Mid term exam

July 7 – More HRT&P, Read Chapters 9 & 10, Q & D

July 14 - Read Chapters 11 & 12, Second case study due

July 22 – More HRT&P, Read Chapters 13 & 14

July 28 – Read Chapters 15, 16 & 17 – Summary essay assignment due

August 4 – Final Exam

