

: MGMT 5309 Human Resource Management Practices

: Schofield

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		ED	YEAR	PUBLISHER	ISBN#
<u>Human Resource Management, Gaining a Competitive Advantage</u>	Noe	13 th	2023	McGraw-Hill	9781-26601-8169

If this is an UNDERGRAD class the textbook for this course is part of the Pioneer Academic Access Program. You will have access to an eBook and interactive learning material on the first day of class through your Blackboard course site. If the course requires a physical book you can order at bookstore.wbu.edu. The cost of all your materials are billed to your student account at \$26.00 per credit hour. You can choose to opt-out, however if you do you will lose access to all classes/materials and have to source through third party vendors You will be notified via email with access instructions and additional information. If you are in a GRADUATE class you will have an Automatic eBook which is billed directly to your student account or a physical book that can be purchased at bookstore.wbu.edu. If you do not wish to participate in the Automatic eBook program, you will have the first week of class to opt-out of the program (additional details will be outlined in your email instructions).

Course Information

Comprehensive strategic human resource management; philosophy of human resource management; behavioral science perspectives; ethical and legal environmental influences of employee and labor relations, diversity issues, and globalization challenges; performance management including metrics; information system tools, rewards, training, career management, and organizational change; analysis and design of jobs.

BUAD 5300 (For the M.P.A. MGMT 3304 only)

- Evaluate the significance of HRM partnering with management in creating a competitive advantage.

University Policies

[Link to Statement on Academic Integrity](#)

In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Disability Services Coordinator and Academic Coach serves as the coordinator of students with disabilities and must be contacted concerning accommodation

Tentative Schedule

1 6/3	Chapters 1 & 2 1. Human Resource Management: Gaining a Competitive Edge 2. Strategic Human Resource Management	Discussion Board #1 Read Chapters 3 & 4
2 6/10	Chapters 3 & 4 3. The Legal Environment: EEO and Safety 4. The Analysis and Design of Work	Discussion Board #2 Read Chapters 5 & 6
3 6/17	Chapters 5 & 6 5. Human Resource Planning and Recruitment 6. Selection and Placement	Discussion Board #3 Read Chapters 7 & 8
4 6/24	Chapters 7 & 8 7. Training 8. Performance Management	Discussion Board #4 Read Chapters 9 & 10
5 7/1	Chapters 9 & 10 9. Employee Development 10. Employee Separation and Retention	Discussion Board #5 Read Chapters 11 & 12

8 7/22	Chapters 15 &16 15. Managing Human Resources Globally 16. Strategically Managing the HRM Function	Discussion Board #8
<i>This syllabus is subject to change as needed, or as seen fit by the instructor.</i>		

Additional Information

Unless you indicate otherwise, and make alternative arrangements, the instructor will use your Wayland issued email to contact you, if needed. Please make sure that you check that email account regularly. You should also check the class Blackboard site for any important announcements, instructions, and so forth, on a regular basis.

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Wayland Baptist University also offers library resources available through the following link: <http://www.wbu.edu/academics/library/index.htm>. Students are encouraged to use this resource when working on their papers, projects, etc.