

MGT 394.01W
Human Resource Management
Fall 2014 Course Syllabus

Instructor: Dr. Kendra Ingram
E-Mail: Kendra.Ingram@tamuc.edu
Phone: 903-886-5701
Fax: 903-886-5702
Office: BA 335A
Office Hrs: By appointment as needed

E-mail is the best method of contact for me. I check e-mail regularly. This is an online course; therefore, expect most communication to be online.

IMPORTANT

Each time you send an e-mail the subject line should read MGT 394 to ensure that I receive the message. If you follow these directions exactly I will respond to emails within a 48 hour time period. If you do not follow these instructions exactly, I cannot assure you that I will respond as quickly because your e-mail will be lost in a sea of other e-mail messages.

Textbook: Managing Human Resources, 15th Edition, by Bolander & Snell,
ISBN 978-0-324-59331-0 ~or~ 0-324-59331-7

Course Description: This course provides a study of principles, policies, and practices related to staffing, employee development, compensation, employee and labor relations in profit, non-profit, domestic and international organizations.

Objectives:

- To identify and explore the primary areas of human resource management, including the legal framework for each of those areas.
- To develop an appreciation for the complexity of managing human resources in organizations and the critical role it plays in organizational success.
- To become innovative and creative in addressing human resource problems through case studies.

Grading:

A = 90-100
B = 80-89
C = 70-79
D = 60-69
F = 00-59

Exams:	60% (4 @ 15% each)
Discussion Board:	20%
Term Paper:	20%
TOTAL	100%

Exams: 60% of overall grade. There are 4 exams. Each exam is worth 15%. See Course Schedule for the exam dates.

The exams **will be timed** and can only be accessed once; therefore, once you begin, you may not stop and come back to it later. [A missed exam equals a missed exam grade regardless of the reason](#)

unless you contact me immediately. If, for any reason, you miss a scheduled exam, you may take a make-up exam *in my office* within one week of the missed exam. **To clarify, this also means that I will not reset any exams. You need to make sure that you have a secure connection upon beginning the exam. If you lose connection, then you will need to contact me immediately to schedule a time to take the exam in my office.** I will warn you that the make-up exam is purposely more difficult than the scheduled exam because it means you have had more time to prepare. You will need to e-mail me (**always remember to put MGT 394 in the subject line**) to set up a day and time that works for both of us.

Term Paper: 20% of overall grade. See Course Schedule for due date.

Instructions for the term paper can be found by clicking on COURSE MATERIALS and TERM PAPER. Student papers will be submitted to the Term Papers Drop Box. Please do not e-mail these papers to me. If you can see it in your drop box, then I can also see it. **Any papers that are received past noon will automatically drop one letter grade. For each day thereafter the grade drops another letter grade.** (In other words, just get your paper in on time or feel free to submit it as early as you'd like. Procrastination is not recommended!)

****NOTE**** All papers will be automatically submitted to Turnitin.com as they are loaded in the Dropbox. Papers with a similarity index above 25% will be reviewed for plagiarism. You may choose to upload your paper early in order to receive your score early and make any necessary changes before the due date .

Discussion Board: 20% of overall grade. Topics will be posted each week related to the assigned chapter(s) for the week. A minimum of 30 discussion postings is the recommended amount.

The discussions are only open for posting during the week for which they are scheduled. Each week's discussions are open from Monday (12:00am) to the following Sunday (10:59pm). For example, Chapter 2 discussions open at 12:00a.m. on Mon., Sept. 1st and close at 10:59pm Sun., Sept. 7th.

You must keep up with the scheduled readings for the week. Some weeks you will be required to post to two chapters as opposed to one. Once the chapter has been closed, it will not be re-opened.

Each student is required to make thoughtful posts as well as replies to other students' posts for the assigned chapter(s). The discussion board will count for the class participation component of your grade. If you were attending class, you would be expected to contribute to each week's class session, so you should treat the bulletin board as you would treat class participation. As a general guideline, your grade on this portion will be a function of the quality, quantity (30 minimum), and consistency (i.e., a somewhat even distribution of activity throughout the term) of your posts and replies on the bulletin board throughout the semester. Please be aware that 30 posts and replies is simply a suggested minimum number. Forty posts of very low quality at the end of the semester will not hold as much weight as 30 high quality posts distributed evenly throughout the term. Please also note that heavy activity during the last few days cannot compensate for a lack of participation during the term. Plan to participate throughout the semester.

Students do not have to post to every topic, but it is preferred. Keep in mind that the minimum number of postings suggested is 30; therefore, one could do 3 to 4 posts per week and be in good shape by the end of the semester provided the posts are of high quality.

Extra Credit: I DO NOT ASSIGN EXTRA CREDIT WORK. PLEASE DO NOT ASK.

First time eCollege users: eCollege is user-friendly, but I do recommend that you complete the tutorial that is on the same page where you enter the course (the welcome page). For any technical questions you may contact the eCollege Help Desk at 1-866-656-5511 or by e-mail at helpdesk@online.tamuc.org.

Comment on Academic Honesty: There seems to be a belief among many that anything found on the Internet is free to use as one wishes. The "cut and paste" option also makes it quite tempting. However, information on the web must be properly cited just as you would any "hard copy" periodicals. Keep the following in mind:

1. It is generally not advisable to quote anything verbatim in a paper unless there is an overriding reason to do so, such as the use of a particular phrase or sentence that illustrates a point well and should not be changed. When you do so, you must provide place the statement in quotes in addition to a footnote at the end of the quote. Not placing the statement in quotes implies that the wording is your own.
2. Changing a few words in a sentence (for example, "large" to "big") may alleviate the need for quotes (depending on how much you change), but it is not the best way to go. If you are not going to provide a direct quote, then the material should be stated in your own terms. Changing a couple of words implies laziness.
3. Every idea you get from another source must be cited. Placing 100 citations in a paper does not imply that the work is not original, but that you did a proper job of giving credit where it was due.
4. The real danger in a "cut and paste" approach to report writing is that you end up including a lot of information that is related to the topic about which you are writing, but does not really address what you are trying to say. Putting things in your own words allows you to focus your comments more effectively.

Any deviation from the guidelines concerning quotes and citations constitutes plagiarism, as it suggests that you are trying to submit someone else's work and creativity as your own. If you have any questions, please let me know.

MGT 394 - Tentative Schedule – Spring 2010

Week:	Chapter:	Assignment:
Week 1: Aug 25-31	Introductions Ch 1 – The Challenge of HRM	
Week 2: Sept 1-7	Ch 2 – Strategy & HR Planning	
Week 3: Sept 8-14	Ch 3 – EEO & HR	
Week 4: Sept 15-21	Ch 4 – Job Analysis, Employee Involvement, & Flexible Work Schedules	EXAM 1 (Ch. 1-4) Open: 9/15 @ 12am Close: 9/17 @ 10pm
Week 5: Sept 22-28	Ch 5 – Expanding the Talent Pool: Recruitment & Careers	
Week 6: Sept 29-Oct 5	Ch 6 – Employee Selection	
Week 7: Oct 6-12	Ch 7 – Training & Development	
Week 8: Oct 13-19	Ch 8 – Appraising & Improving Performance	EXAM 2 (Ch. 5-8) Open: 10/13 @ 12am Close 10/15 @ 10pm
Week 9: Oct 20-26	Ch 9 – Managing Compensation	
Week 10: Oct 27-Nov 2	Ch 10 – Pay-for-Performance: Incentive Rewards	
Week 11: Nov 3-9	Ch 11 – Employee Benefits Ch 12 – Promoting Safety & Health	
Week 12: Nov 10-16	Ch 13 – Employee Rights & Discipline	EXAM 3 (Ch. 9-12) Open: 11/10 @ 12am Close: 11/12 @ 10pm
Week 13: Nov 17-23	Ch 14 – The Dynamics of Labor Relations	
Week 14: Nov 24-30	Ch 15 – International HRM	
Week 15: Dec 1-7	Ch 16 – Creating High-Performance Work Systems	Term paper due by 12/1 @ 12pm
Week 16: Dec 8-12		EXAM 4 (Ch. 13-16) Open: 12/8 @ 12am Close: 12/10 @ 10pm

“All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment.” (See Student’s Guide Handbook, Policies and Procedures, Conduct)

Students with Disabilities:

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

Office of Student Disability Resources and Services
Texas A&M University-Commerce
Gee Library
Room 132
Phone (903) 886-5150 or (903) 886-5835
Fax (903) 468-8148
StudentDisabilityServices@tamu-commerce.edu

GRADING RUBRIC FOR TERM PAPER

“A” (90-100):

- Writes a well thought-out paper that fully addresses the required topics
- Incorporates pertinent and detailed information from peer-reviewed sources and text(s), providing needed evidence.
- Maintains focus/avoids being sidetracked by tangents
- Presents all information clearly and concisely and in an organized manner
- Avoids distracting grammar/spelling/etc. problems
- Follows APA formatting guidelines exactly
- Provides more than the minimum of 4 peer-reviewed sources and additionally incorporates other sources
- Length of paper meets the requirement

“B” essay (80-89):

- Writes a well thought-out paper that fully covers the topics, but not as thorough as an “A” paper
- Incorporates some pertinent and detailed information from peer-reviewed sources and text(s), providing needed evidence.
- Mostly maintains focus/avoids being sidetracked by tangents
- Presents most information clearly and concisely and in an organized manner with very minor organization problems
- May contain a few distracting grammar/spelling/etc. problems
- Follows APA formatting guidelines almost exact
- Provides a minimum of 4 peer-reviewed sources and incorporates other source(s)
- Length of paper meets the minimum requirement

“C” essay (70-79):

- Addresses the topics, but not as well or thorough as a “B” paper.
- Does not adequately incorporate pertinent and detailed information from peer-reviewed sources and text(s), providing needed evidence.
- Doesn’t maintain focus and gets somewhat sidetracked by tangents and strays from the topic (more than a “B” paper)
- Presents little information clearly or concisely and in lacks organization in many areas
- May contain several distracting grammar/spelling/etc. problems
- Somewhat tries to follow APA formatting guidelines
- Provides a minimum of 4 peer-reviewed sources
- Length of paper almost meets the minimum requirement

“D” essay (60-69):

- Does not directly address the topics
- Does not adequately incorporate pertinent and detailed information from peer-reviewed sources and text(s) or provide needed evidence.
- Lacks focus and gets sidetracked by tangents and completely strays from the topic (more than a “C” paper)
- Information is not clearly or concisely presented and in lacks overall organization
- Contain many distracting grammar/spelling/etc. problems
- Doesn’t follow APA formatting guidelines
- Provides a minimum of 3 peer-reviewed sources
- Length of paper doesn’t the minimum requirement

“F” essay (59 and below):

- Does not address the chosen subject
- Does not incorporate pertinent information from peer-reviewed sources and text(s)
- Complete loss of focus and gets continuously sidetracked by tangents and completely strays from the topic
- Information is unclearly presented and in lacks total organization
- Contains much distracting grammar/spelling/etc. problems and is basically incomprehensible
- Doesn’t use APA formatting guidelines
- Doesn’t provides peer-reviewed sources
- Length of paper doesn’t the minimum requirement

RUBRIC FOR DISCUSSION BOARDS					
Criteria	Unacceptable 0-1 Points	Acceptable 2 Points	Good 3 Points	Excellent 4 Points	Assigned Grade
Frequency	Participates not at all.	Participates 1-2 times on the same day.	Participates 3-4 times but postings not distributed throughout week.	Participates 4-5 times throughout the week.	
Initial Assignment Posting	Posts no assignment.	Posts adequate assignment with superficial thought and preparation; doesn’t address all aspects of the task.	Posts well developed assignment that addresses all aspects of the task; lacks full development of concepts.	Posts well developed assignment that fully addresses and develops all aspects of the task.	
Follow-Up Postings	Posts no follow-up responses to others.	Posts shallow contribution to discussion (e.g., agrees or disagrees); does not enrich discussion.	Elaborates on an existing posting with further comment or observation.	Demonstrates analysis of others’ posts; extends meaningful discussion by building on previous posts.	
Content Contribution	Posts information that is off-topic, incorrect, or irrelevant to discussion.	Repeats but does not add substantive information to the discussion.	Posts information that is factually correct; lacks full development of concept or thought.	Posts factually correct, reflective and substantive contribution; advances discussion.	
Clarity & Mechanics	Posts long, unorganized or rude content that	Communicates in friendly, courteous and helpful manner with	Contributes valuable information to discussion with	Contributes to discussion with clear, concise comments	

	may contain multiple errors or may be inappropriate.	some errors in clarity or mechanics.	minor clarity or mechanics errors.	formatted in an easy to read style that is free of grammatical or spelling errors.	
<i>Total Points Possible: 100</i>					