

# **Bridgewater State University**

## **2019 Summer Program**

### **MGMT 140 Human Resource Management**

#### **Course Outline**

**Term: May 27 – June 21, 2019**

**Class Hours: 11:00-12:50 (Monday through Friday)**

**Course Code: MGMT 140**

**Instructor: Konrad Jamro**

**Home Institution: University of Massachusetts**

**Office Hours: by appointment**

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**Credit: 3**

#### **Course Description:**

In this course we will review most important aspects of Human Resource Management (HRM) and its role in contemporary organizations. Research and practice have shown that appropriate HRM can have a positive impact on organizations' productivity and profit as well as employees' well-being. Therefore, we will focus on best practices in staffing, retention, training and development, compensations and motivation, global HRM and labor relations. The course integrates concepts and theories with the realities of managing human resources in contemporary organizations.

The course uses a combination of lectures, class discussions and experiential activities. During class meetings will go deeper and explain in more details some of the concepts discussed in the book. Class discussions will be based on the readings, homework, your experiences, in-class activities, and current events in the economy and society. Experiential activities will include group exercises, role plays, and individual assignments. You will learn from your experiences in and outside of the classroom, from interactions and discussions with your classmates and with the instructor. Therefore, to get the most benefits from this type of collaborative learning, you have to complete the readings prior to class and come to class ready and willing to participate in discussions.

#### **Course Objectives**

This course will help you to become knowledgeable about best practices in contemporary HRM. In particular, this course will help you in answering the following questions:

- a) What are the implications of a company's business strategy on HRM?
- b) What HRM-related issues and trends are more likely to arise in the next few years?
- c) How HRM can improve talent-related decisions in organizations?
- d) What are the best ways to implement compensation and other incentive systems to have productive, motivated and satisfied employees?
- e) What is the role of HRM in the labor-management relationships?
- f) What conflict resolutions strategies are available in organizations and how HRM can assure that these procedures are fair and ethical?

- g) How HRM can improve collaboration, work outcomes and employees' well-being in diverse and global contexts?

**Required Textbooks:**

Wayne F. Cascio. 2019. *Managing human resources: productivity, quality of work life, profits*, 11<sup>th</sup> edition. New York: McGraw-Hill Education. ISBN 9781259911927

**Grading & Evaluation:**

Exam	30 %
Written Case Analysis (two cases)	30 %
Team Project	25 %
Participation in Class Discussions	15 %

**Exam.** There will be a final exam that will consist of a combination of multiple-choice and short answer questions that will cover all the assigned readings and class discussions.

**Written Case Analysis.** You will have to complete two written analysis of an HRM case delivered to you in Week 1 and Week 2. These case analyses are designed to expand upon and reinforce concepts from the readings and class discussions.

**Team Project.** Each team will research a company of their choice, find contemporary HRM issues or challenges this company is facing, analyze these issues using course frameworks and provide solutions to these problems. Details of the team project will be distributed in class in Week 1.

**Class Participation.** You will get points by **actively** participating in class exercises, discussion and other activities.

The final letter grade will be based on the total points combined from all assignments such as: A = 100-90%, B = 89-80%, C = 79-70%, D = 69-60% and F < 60%.

## Course Policies

Participation during class meetings is very important, as you will learn from interactions and discussions with your classmates. I expect students to contribute substantively and willingly in class. Participation is a significant component of your grade so please regularly raise your hands and be active in class discussions. Willingness to participate actively and critically in discussions and class exercises helps the class as a whole, and I consider it very important in assessing your contribution. Some activities and exercises will require working in groups. Groups may be asked to present their insights or outcomes to the rest of the class and also to turn in group-work outcomes.

Please treat class participation as an opportunity to practice your leadership skills in a friendly and supportive environment. Do not feel discouraged when I ask follow up questions to your comments. These questions are not intended to criticize your opinions but to help all of us develop critical thinking.

## Class Citizenship and Responsibilities

Class citizenship include doing the readings and assignments before the due dates, arriving to class on time, staying for the entire class without taking any breaks, leaving your cell phone and other electronic devices silenced and put away, listening attentively when others are speaking, and not engaging in personal conversations during class discussions. You are expected to do your assignments on time. Late submissions, if accepted, will incur a grade penalty.

## Academic Honesty

Academic integrity is unconditionally upheld in this course. Homework assignments, quizzes and exams are to be completed independently. However, active discussion and team spirit are encouraged in appropriate context, for example, before and after you complete an assignment, in preparation of the quizzes and exams, reviewing a topic or studying it in advance, etc. Cheating and plagiarism in any fashion are absolutely unacceptable. Upon verification, violators will lose points commensurate with the violation up to failing the course.

## Course Schedule

Week	Day	Main topic	Readings and <i>assignments</i> due before the class
1 5/27- 5/31	Mon	Intro to HRM	Chapter 1
	Tue	Trends in HRM	Chapter 2
	Wed	HRM in Organizations	Chapter 3
	Thu	Legal Context of HRM	Chapter 4
	Fri	Managing Diversity	Chapter 5, <i>Case Analysis #1</i>
2 6/3- 6/7	Mon	Recruiting & Staffing	Chapter 7 & 8
	Tue		
	Wed	Training & Development	Chapter 9
	Thu	Performance Management	Chapter 10, <i>Case Analysis #2</i>
	Fri	Incentives & Motivation	Chapter 11
3 6/10- 6/14	Mon	Fair HRM & Conflict Resolution	Chapter 14
	Tue		
	Wed		
	Thu	International HRM	Chapter 16
Fri			
4	Mon	Labor Context	Chapter 13
	Tue	HRM case	The Devil Wears Prada

6/24-	Wed	Team presentations	<i>Team project</i>
6/28	Thu	Course review & wrap-up	
	Fri	Final Exam	