

Syllabus
Human Capital Development
52:533:463: 40:15197
Fall 2016

Instructor: Sean P. Higgins, PHR
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Class Times:

Mondays 6:00pm to 8:50p,
(First Class on Monday September 11)
BSB room 132

Office Hours: Please contact the instructor at the above email address to arrange an appointment.

Required Reading (Text Book and Article)

Text Book:

Castellano, William: Practices for Engaging the 21st Century Workforce
ISBN 10: 0-13-308637-2

Article:

Capelli, Peter, "Why We Love to Hate HR...and What HR Can Do About it"
Harvard Business Review, July-August 2015 Issue

Course Overview:

The world continues to change at a rapid pace, which places unique challenges to the planning and operating of businesses in a global economy. This class will explore these challenges and review how human capital plays a role in keeping up with these changes while trying to meet the needs of the workforce itself.

Class Objectives:

1. To educate the students on the human capital challenges of the workforce today and moving forward
2. To discuss the human resources function in business as it relates to planning and strategy of business
3. To discuss human capital needs in an ever changing global society
4. To prepare students for meeting challenges in seeking employment and looking to provide value in their chosen fields.

Format of class:

Each class will have a reading assignment of the text book chapter or chapters that will be the subject of that discussion. Additionally, students will be assigned to bring in current articles that are related to the topic of the class for discussion. Classes will expect to have interaction regarding the course material along with the articles that are presented.

Guest speakers will be arranged and assignments will be based on these speakers' presentations

Weekly Homework: Written Assignments:

For each class, an equal number of students will be assigned written homework in addition to the reading expectation. The written assignment is to research a current article based on the following week's class topic. The article must be summarized in a one or two page paper, along with the student's observations, critique, and questions to ask for a discussion. Each class will begin with a discussion of these articles.

Format of weekly assignments:

- Student must submit typed summary/critiques – at least 1 full page, no more than 2 pages
- Students must bring in a copy of the article
- Student must include the name of the article, source, and your name on the top of the page
- Links to the article must be posted on Sakai
- In order to receive full credit for the assignment – the student must be prepared to present on the evening the assignment is due and present to the class.
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Homework Grading:

- **Completion**
- **Following of the above guidelines**

Project:

Students will be divided into groups to work on a project/presentation based on the material delivered in the class and specific assignments to be distributed during the semester.

Testing and Grading:

Mid Term Examination:	25%
Class Participation	
• Homework, participation, attendance	25%
Final Examination	25%
Paper/Project	25%

Attendance: Attendance is **mandatory at all classes**. If you have to miss a class, it is your responsibility to keep up with reading materials assigned. Missing class will have the following impact on your grade:

- Class participation grade starts at 100
- For each class missed, 5 points will be deducted from your class participation grade
- If a class is missed on the date an assignment is due, 10 points will be deducted. Emailed submissions will not be accepted.
- 5 points may be deducted for each lateness or leaving before the end of class
- The instructor reserves the right to deduct points from a student's participation if in his opinion, the student is disrupting class by either his/her behavior, lack of participation, utilizing cell phone, etc.

Please contact the instructor if you are having any personal situation that may be affecting your attendance.

Behavior: As mentioned, I am looking for lively discussion and interaction in our classes. Students are expected to be respectful of the class, each other and the instructor at all times. This means I expect students to pay attention to the discussion at hand and not conduct "side bar" conversations during class. If I have

to speak to a student more than once about class interruptions, I reserve the right to ask the student to leave the classroom.

Tentative Scheduled of Class Discussions and Assignments: NOTE: this may be altered during the course of the semester and I will ensure communication to the class

Date	Topic for Discussion
September 11	Syllabus, Overview, Why We Love to Hate HR Article
September 18	Chapter 1: Welcome to the New Normal
September 25	Chapter 2: The 21 st Century Workforce
October 2	Guest Speaker: Joseph LaPorta Chapter 3: Challenges of Talent Management in the New Normal
October 9	Chapter 4: The Imperative of Employee Engagement for Competitive Success in the 21 st Century
October 16	Mid Term Examination
October 23	Chapter 5 Leveraging What We Know: An Employee Engagement Framework
October 30	Chapter 6: The Increasing Need for Organizational Adaptability
November 6	Chapter 7: Practices to Create Employee Engagement in the New Normal
November 13	
November 20	
November 27	
December 4	Chapter 8: Conclusion: Achieving Success in the New Normal
December 11	Projects/Presentations
December 18	Final Examination

Class Policies:

Academic Integrity:

COURSE POLICIES/PROCEDURES/ADMINISTRATIVE

Academic Integrity

Policy found at <http://academicintegrity.rutgers.edu/academic-integrity-at-rutgers>.

Students are responsible for understanding the principles of academic integrity and abiding by them in all aspects of their work at the University. Students are also encouraged to help educate fellow students about academic integrity and to bring all alleged violations of academic integrity they encounter to the attention of the appropriate authorities.

Academic Integrity means that you must:

- properly acknowledge and cite all use of the ideas, results, or words of others,
- properly acknowledge all contributors to a given piece of work,
- make sure that all work submitted as your own in a course activity is your own and not from someone else
- obtain all data or results by ethical means and report them accurately
- treat all other students fairly with no encouragement of academic dishonesty

Adherence to these principles is necessary in order to ensure that:

- everyone is given proper credit for his or her ideas, words, results, and other scholarly accomplishments
- all student work is fairly evaluated and no student has an inappropriate advantage over others
- the academic and ethical development of all students is fostered
- the reputation of the University for integrity is maintained and enhanced.

Failure to uphold these principles of academic integrity threatens both the reputation of the University and the value of the degrees awarded to its students. Every member of the University community therefore bears a responsibility for ensuring that the highest standards of academic integrity are upheld. Violations are taken seriously and will be handled according to University policy.

If there are questions on how to comply, please contact me immediately

Student Code of Conduct

Violations of the Student Code of Conduct are considered serious infractions of student behavior and subject to penalties relative to the level of the matter. Students may not disturb normal classroom procedures by distracting or disruptive behavior. Examples of disruptive behavior include, but are not limited to, the following:

- Repeatedly leaving and entering the classroom without authorization
- Answering cellular phone or allowing pager to beep
- Making loud or distracting noises
- Repeatedly speaking without being recognized, interrupting the instructor or other students, or otherwise acting in disregard of the instructor's requests

Disability Services

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation:

<https://ods.rutgers.edu/students/documentation-guidelines>.

If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the Office of Disability Services web site at:

<https://ods.rutgers.edu/students/registration-form>.

Mr. Tim Pure
Rutgers-Camden Disability Services:
Rutgers-Camden Learning Center
Armitage Hall, Room 240
311 North Fifth Street, Camden, NJ 08102-1405
Web page: <http://learn.camden.rutgers.edu/disability-services>
Phone: 856.225.6442/ Fax: 856.225.6443
E-mail: tpure@camden.rutgers.edu

Exam Make-up Policy

If, for a university approved reason, you cannot take an exam at the scheduled time you must give the professor written notice at least one week in advance so that other arrangements can be made. If the situation does not allow for advance notification (for example, emergency hospitalization), contact the professor as soon as possible after a missed exam. Make-up exams for non-university approved reasons are not guaranteed. The professor reserves the right to request written documentation to support your absence (such as a doctor's note, an obituary, or military orders).

Important Administrative Dates

September 5th – Fall semester begins

September 12th – Last day to drop a class **without** a "W" (this can be done through WebReg)

November 14th (5:00pm) – Last day to withdraw from one or all classes with a "W". (This can be done through WebReg) For more information, see the registrar's website
<http://registrar.camden.rutgers.edu/>

Thanksgiving Break:

Nov. 24th – 27th – Thanksgiving Recess

December 15th – 22nd Final Exam Period