

STRATEGIC HUMAN RESOURCE MANAGEMENT

SYLLABUS (Spring 2023)

Course #: 52:533:365:01:16873

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Course Description and Objectives

Overview

Business cycles create opportunities for businesses to confront adversity and rise to competitive challenges in lean and plentiful times. In today's economy, corporate leaders are searching for strategies to preserve their core competencies and retain top talent while cutting costs to survive the economic challenges.

What role does Human Resources play in planning and developing strategies to expand, constrain, downsize, and develop the work force while managing diversity, organized labor, and global expansion? How do Federal and State employment laws affect and change how organizations function today?

To what extent do Human Resources policies, practices and procedures affect individual productivity and organizational goal achievement? How do organizations decide what to compensate their executives, managers and rank and file workforce to stay competitive?

How is HR involved in employee appraisals, training, career planning and safety?

In this course, you will:

- Learn about the HR function, its strategic organizational position, and the challenges faced in developing human resources to ensure retention and growth of core competencies.
- Learn from the text, current issues in the news and classroom discussion the practice and management of HR functions as related to job design, staffing, training, compensation, benefits, assessment, counseling, IT, labor relations, legal issues, and organizational culture and change.
- Have the opportunity to test the concepts, innovate and contribute from your personal experiences to enrich the class.
- Demonstrate your understanding of these concepts through individual and group exercises, papers and projects. These activities will serve as a platform for you to examine the issues, problem-solve and critically analyze the outcomes.

Required Materials

Text: Fundamentals of Human Resource Management, Noe, Hollenbeck, Gerhart, & Wright, Ninth E., 2018, McGraw-Hill, NY,NY 10020, student ISBN: 9781259686702

Course Requirements and Grading

This course will require your full participation as an individual and as a member of a team. Your learning in this course will come from assigned readings, including internet use, lecture, discussion, in-class exercises, presentation assignments and business-related news publications, e.g., WSJ, NYT, SHRM Magazine, etc. You are expected to complete all assignments and be prepared for each class session. You should be prepared to contribute to class discussions and in-class activities.

The course syllabus, power point slides and announcements will be posted to Canvas.

Final grades are based on the total points earned through exams, projects, and class participation. Total points possible (210) are distributed as follows:

- | | |
|------------------------------|-------------------------|
| • Class Participation | 20, Note 1 |
| • Exams (Best 3 of 4) | 120, Note 2 |
| • Individual paper | 20/25/30, Note 3 |
| • Team Presentation | 40, Note 4 |

Note 1: It is assumed that the student attend class prepared and ready to participate in class discussions and other activities. Two (2) points will be deducted from the student's total score for each class missed where a guest speaker is present, or for missing another group's presentation. This portion of the grade includes team reports due after each team meeting. Five points will be deducted from the group's grade for each missing report.

Note 2: There will be four exams during the semester. I will drop your lowest exam grade and each of the remaining exams will be worth 40 points maximum. Please note that anyone who scores below 60% on exams cannot pass the course regardless of other points accumulated. 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).

Note 3: The individual paper will be on a topic of your choice regarding HR issues, or a topic chosen from the paper ideas list. Papers will be graded using the attached rubric. Length is a maximum three pages, not including references cited, 1.5 line spacing, and due on the following dates with the maximum points to be earned as shown below.

<i>Paper turned in:</i>	<i>Max points</i>
<i>2/15/2023</i>	<i>30</i>
<i>3/8/2023</i>	<i>25</i>
<i>4/12/2023</i>	<i>20</i>

Note 4: You will be called upon to present your project to the class. Each person on the team must participate in the class presentation. The presentation must be professional, and you will be required to dress in a professional manner. Assume that you are presenting to an executive committee. Be

creative in your presentation formats, but not silly. In previous courses, student groups have presented as consulting firms, led the class in a learning exercise, and asked the class to vote as the HR Department after presenting alternative solutions. You can use PowerPoint or equivalent, videos (limited to about two minutes), poster board, flip charts, or any combination of presentation aids. Each team project represents 40 points maximum towards your course grade. It is the quality of your presentation, research & analysis that demonstrates your learning and will determine your grade. Presentations will be graded using the attached rubric.

Course Grades

Grades will be assigned as follows:

184 – 210 points	-----A
174 – 183	-----B+
160 – 173	-----B
150 – 159	-----C+
140 – 149	-----C
120 – 139	-----D
< 120	-----F

Conflict, Individual & Team Evaluation

An important element of how effectively groups function is the contribution, or lack thereof, of the individual members. You will need to keep this in mind, as the grade received by the group will apply to each member. You are expected to resolve any conflicts or lack of participation among team members, however, any significant unresolved individual or team problems should be brought to my attention. (Peer Reviews may need to be completed for the team presentation if problems remain unresolved). Non-contributors will be zeroed out for the project.

Rutgers University Academic Integrity Policy

Academic Integrity

The Academic Integrity policy can be found at <http://studentconduct.rutgers.edu/student-conduct-processes/academic-integrity/>

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 (the student) 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.

Student Code of Conduct

The University's Student Code of Conduct can be found at <http://studentconduct.rutgers.edu/university-code-of-student-conduct>

Violations of the Student Code of Conduct are considered serious infractions of student behavior and students who violate the code are subject to penalties relative to the level of the matter. In general, students may not disturb normal classroom procedures by distracting or disruptive behavior, this includes online as well as in-person.

The Code of Student Conduct is more than a collection of University regulations to be abided by – it seeks to promote the University's values and educate. The Code of Student Conduct encourages students to be their authentic selves as they find their place on campus, while also encouraging students to embrace inclusion through discovery, dialogue, and development as they celebrate diverse backgrounds.

The spirit of the Code of Student Conduct promotes student engagement both on and off campus, global citizenship, and leadership. It encourages students to uphold the highest tenets of trust, honesty, and integrity, understanding at all times that our actions significantly impact our personal journeys, our communities, and our larger society.

Rutgers–Camden, Rutgers–Newark, and Rutgers–New Brunswick students originate from all corners of the world and travel between many campuses and cities. As our students strive to achieve their goals, they are expected to conduct themselves in accordance with University policies and procedures, but more importantly, the values and spirit that these policies and procedures are founded upon.

Violations of the Student Code of Conduct should be reported to the Dean of Students office deanof-students@camden.rutgers.edu or 856-225-6050.

If the violation is immediate and a potential threat is a concern, call the Rutgers-Camden police at 856-225-6111

Disability Services

The University is committed to supporting the learning of all students and faculty will provide accommodations as indicated in a Letter of Accommodation issued by the Office of Disability Services (ODS). If you have already registered with ODS and have your letter of accommodations, please share this with me early in the course. If you have or think you have a disability (learning, sensory, physical, chronic health, mental health or attentional), please contact <https://success.camden.rutgers.edu/disability-services>.

Accommodations will be provided only for students with a letter of accommodation from ODS. Their services are free and confidential. Letters only provide information about the accommodation, not about the disability or diagnosis.

Important Administrative Dates

Tuesday, January 17 – First day of Spring 2023 classes

March 11 – 19 – Spring Break

Tuesday, April 3– Last day to drop a class without a “W”

TBD – May 3 - Last day to withdraw from one or all classes with a “W”.

Monday, May 1 – Last day of classes

Tuesday/Wednesday May 2 & 3 – Reading days (NO CLASSES, NO TESTS)

May 4 – 10 – Final Exam Period