

PADM 6500 Public Human Resource Management

Syllabus – Spring 2010 – 3 Credit Hours – ELC 111 – T 4-6:30 PM

David McGuire, MPA

Admin 106

586-7755

Office Hours: e-mail to request an appointment

Course Objective:

Students will be introduced to the fundamentals of human resource management: staffing, appraising, compensating, employee/labor relations, and global HR issues.

Course Requirements:

Text and materials:

Gary Dessler, Ph.D. Fundamentals of Human Resource Management: content, competencies, and applications, Pearson Education, Inc.

Website for Dessler text: http://wps.prenhall.com/bp_dessler_fnhrm_1/

Students will find self-study quizzes and PowerPoint presentations for each chapter.

Handouts and additional reading assignments may be distributed in class.

1. Research Papers (100 points): Students will be expected to research and write two papers on a human resource topic. Research papers should be between five and seven pages in length and include a bibliography with no fewer than five sources. The research paper should begin with a research question, report the literature that answers the question, and conclude with recommendations for possible changes to the policy, law, model, or theory. Students will present their research papers in class. Each paper will be worth 50 points. The first research paper will be due at the beginning of class on February 23, and the second research paper will be due at the beginning of class on April 20.

Point Distribution for Research Paper

| | |
|-----------------------------------|-----------|
| Research question | 10 |
| Organization | 10 |
| Appropriateness of literature | 10 |
| Technical (grammar and citations) | 10 |
| <u>Recommendations</u> | <u>10</u> |
| Total | 50 |

Possible Topics:

- Human resource management's changing role
- Affirmative action
- Ethics in the workplace
- Performance evaluation systems
- Labor Unions
- HR and technology
- Equal Pay Act of 1963
- Age Discrimination
- Off shoring of US jobs
- Background investigations
- Drug testing
- Others as approved by the instructor

2. Consulting project (50 points): Students can elect to complete a consulting project for an HR organization. A consulting project will take the place of one of the required research papers.

Consulting projects must be approved by the instructor prior to the students engaging in any work. Students will present their completed consulting projects in class.

3. Exams (100 points): Two take-home exams will be distributed on February 23 and April 20. The exams will be due at the beginning of class on March 2 and April 27. Each exam will be worth a maximum of 50 points.

4. Class Participation (100 points) Students can earn a maximum of 100 points by participating in class throughout the semester. Each student will be required to lead a discussion on a topic taken from the weekly chapter reading assignment (50 points). Class participations (50 points).

Summary of Course Requirements and Grades

| Requirement | Points |
|----------------------------------|------------|
| Research Papers (50 points each) | 100 |
| Exams (50 points each) | 100 |
| <u>Class Participation</u> | <u>100</u> |
| Total | 300 |

Points and Grade

285 – 300 A

270 – 284 A-

261 – 269 B+

252 – 260 B

240 – 251 B-

228 – 239 C+

Below 228 please speak with me

Weekly Assignments

Jan. 5

Introductions

Review syllabus

Assign discussion leaders

Assign research topics

Jan. 12

Research questions due

Chapter 1: Managing Human Resources Today

Jan. 19

Chapter 2: Managing Equal Opportunity and Diversity

Jan. 26

Chapter 3: Merger, Acquisitions, and Strategic Human Resource Management

Feb. 2

Chapter 4: Personnel Planning and Recruiting

Feb. 9

Chapter 5: Selecting Employees

Feb. 16

Chapter 6: Training and Developing Employees

Feb. 23

Chapter 7: Performance Management and Appraisal

Mar. 2

Chapter 8: Compensating Employees

Mar. 9

Chapter 9: Ethics, Employee Rights, and Fair Treatment at Work

Mar. 16

No class - Spring Break

Mar. 23

Chapter 10: Working with Unions and Resolving Disputes

Mar. 30

Chapter 11: Improving Occupational Safety, Health, and Security

Apr. 6

Chapter 12: Managing Human Resources in Entrepreneurial Firms

Apr. 13

Chapter 13: Managing HR Globally

Apr. 20

Chapter 14: Measuring and Improving HR Management's Results

Students with medical, psychological, learning or other disabilities desiring academic adjustments, accommodations, or auxiliary aids will need to contact the Southern Utah University Coordinator of services for students with disabilities, in room 206F of the Sharwan Smith Center or phone 435-865-8022. The disability office determines eligibility for and authorizes the provision of services.

ACADEMIC INTEGRITY POLICY

Scholastic dishonesty will not be tolerated and will be prosecuted to the fullest extent. You are expected to have read and understood the current issue of the student handbook (published by Student Services) regarding student responsibilities and rights, and the intellectual property policy, for information about procedures and about what constitutes acceptable on-campus behavior.

DISCLAIMER STATEMENT

Information contained in this syllabus, other than the grading, late assignments, makeup work, and attendance policies, may be subject to change with advance notice, as deemed appropriate by the instructor.