

Syllabus for MANA 5350 – STRATEGIC HRM

Summer 2024, 5 Weeks, Online

Monday, July 08 to Saturday, August 10

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Email is the best way to reach me. I will respond to emails, depending on your question(s) or concern(s), within 48 hours. Depending on the complexity of your email, I may require more time to respond if additional research is needing to be done to assist your issue.

To see important university-wide dates for this semester, visit this website:

<https://www.uttyler.edu/schedule/files/2023-2024/academic-calendar-2023-2024-main-20230614b.pdf>

Important reminder for students on an F-1 Visa: to remain in compliance with Federal Regulations requirements you must do the following:

1. Traditional face-to-face courses: Attend classes on the regular meeting days/times.
2. Hybrid courses: Attend all face-to-face classes convened by the instructor and meet with the Office of International Programs according to the schedule set for your specific course.
3. Online course: Only one online course can count toward your full-time enrollment. Students are expected to be fully engaged and meet all requirements for the online course.

Course Overview and Method of Instruction:

In this course, we will focus on the role of human resource managers and look into the human resource practices that can develop a competitive advantage for a firm or organization. Additionally, we consider the role of both specific HR practices and the overall HR architecture in enhancing performance for a firm or organization. This online course makes extensive use of Canvas as an electronic instructional delivery and communication platform. The key to succeeding in this course will center on your ability to be self-directed in navigating your modules each week.

Prerequisites for Course:

1. If we end up having assignments to complete, Microsoft Office Suite® and Adobe PDF Reader are the official software packages for this class. You will not be able to send me assignments in Pages®, Word Perfect®, or linked to Google Docs® or Google Sheets®.
2. You will also need access to a Windows or Apple compatible PC / Tablet / Smartphone connected to an electrical source and the Internet. Additional requirements include a screen, web cam, microphone, keyboard, mouse, speakers, printer, and video software. Most computers less than five years old have the necessary software to engage in this class.
3. It is vital that you have reliable internet access. This is an online course delivered through Canvas, a learning management system that requires internet to access. Canvas is where you will be required to complete activities every week. Important announcements and correspondence will also take place in this course through Canvas. You are responsible for monitoring announcements and emails in this course.

Course Learning Objectives

1. Understand HR efforts to develop human capital and organizational needs.
2. Explain HR's role in strategic management.
3. Evaluate equal employment opportunities within organizations.
4. Understand jobs and job analysis.
5. Analyze employee engagement and withdrawal factors.
6. Assess employee recruitment methods.
7. Understand hiring and selection processes.
8. Interpret changes in training human resources.
9. Evaluate talent management efforts in organizations.
10. Explain rewards and compensation within organizations.

TENTATIVE COURSE CONTENT:

<u>Date</u>	<u>Topic</u>	<u>Assignments</u>
Week 1: 07/08-07/13	Getting Started Human Resource Management Human Resource Strategy & Planning Equal Employment Opportunity Workforce, Jobs, and Job Analysis Individual/Organizational Relations	Syllabus Quiz Concept Quiz 1 Concept Quiz 2 Concept Quiz 3 Concept Quiz 4 Concept Quiz 5 Comprehensive Exam 1
Week 2: 07/15-07/20	Recruiting Human Resources Selecting Human Resources Training Human Resources Rewarding Human Resources	Content Quiz 6 Content Quiz 7 Content Quiz 8 Content Quiz 9 Comprehensive Quiz 2
Week 3: 07/22-07/27	Understanding HRM Strategies High-performance strategy Human capital management strategy Corporate social responsibility strategy	Content Quiz 10 Content Quiz 11 Content Quiz 12 Content Quiz 13 Comprehensive Quiz 3
Week 4: 07/29-08/03	Organization development strategy Engagement strategy Knowledge management strategy Resourcing strategy	Content Quiz 14 Content Quiz 15 Content Quiz 16 Content Quiz 17 Comprehensive Quiz 4
Week 5: 08/05-08/10	Talent management strategy Learning and development strategy Reward strategy Employee relations strategy	Content Quiz 18 Content Quiz 19 Content Quiz 20 Content Quiz 21 Comprehensive Quiz 5

Grading:

Final grades will be earned for the following levels of performance: (please keep in mind that final grades are earned—thus, no rounding up). Grades will be posted on Canvas.

Graded Components		Grading Scale	
Syllabus Quiz	10 points	A	405 - 450
Concept Quizzes (19* x 10 points each)	190 points	B	360 - 404
Comprehensive Exams (5 x 50 points each)	250 points	C	315 - 359
TOTAL	450 points	D	270 - 0

***Yes, there are 21 quizzes total but only the 19 highest will be counted in your content quiz grades. Meaning, if you complete all 21 quizzes, you will potentially enjoy an extra 20 bonus points that go towards your total number of points earned for the class.**

Graded Components:

Concept Quizzes

Concept quizzes ensure you are understanding what you are reading in the course. You may take these as many times as you wish and should be used as a study tool.

Comprehensive Content Exams

There are a total of 5 comprehensive quizzes for this course. You will have only ONE opportunity to take each content exam. Once you begin the exam, you must finish it in one sitting. You will not be allowed to enter the exam, exit the exam, and then re-enter the exam. Once you leave the exam, your exam is over. Further, content exams will be closed note, closed book. You may only use the knowledge in your brain when taking your comprehensive exam. Additionally, if you do not take your content exam during the week we have allotted for the testing window, you will receive a zero. I am not lenient on this policy. Once you get behind in this course, it is unlikely you will get caught back up.

- Comprehensive Quiz 1 will test information from the materials covered in Week 1.
- Comprehensive Quiz 2 will test information from the materials covered in Week 2.
- Comprehensive Quiz 3 will test information from the materials covered in Week 3.
- Comprehensive Quiz 4 will test information from the materials covered in Week 4.
- Comprehensive Quiz 5 will test information from the materials covered in Week 5.

