

Fall 2020 MBU

Managing Human Capital BUAD302

Online

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Course Description:

This applications based course provides students with fundamental knowledge of the field of Human Resources Management. It covers the design and purpose of human resource management systems, processes and practices. Appropriate design and implementation of HR policies, practices and initiatives are critical components of a sustainable organizational culture.

Course Objectives:

To become exposed to and develop an understanding of the following topic areas:

- Legal Environment and Diversity Management
- Recruiting Job Candidates
- Selecting New Employees
- Training, Learning, Talent Management, and Development
- Performance Management & Appraisal
- Rights & Employee Management
- Employee and Labor Relations
- Organizational Ethics, Sustainability and Social Responsibility
- Global Issues for HRM

To develop an understanding of recent issues and current trends impacting human resource management to include but not be limited to: the impact of the COVID-19 pandemic on the modern

workplace; the immediate and long term impact of the results of the 2020 presidential election on the general work environment public & private; growing wage inequality; fading of the traditional middle class; the education gap in today's workforce, especially digital; civility & respect in the workplace, especially the prevention of harassment; employee advocacy in today's workplace; employee engagement; and leadership.

Text:

Human Resource Management: Functions, Applications, Skill Development by Robert N. Lussier and John R. Hendon, SAGE Publications, Inc, 2nd edition (required textbook)

And ONE of the following (student choice) -

Rise of the Robots, Technology & the Threat of a Jobless Future by Martin Ford;

Quiet, The Power of Introverts in a World That Can't Stop Talking by Susan Cain;

Hidden Figures, The American Dream & The Untold Story of the Black Women Mathematicians Who Helped Win the Space Race by Margot Lee Shetterly;

Range, Why Generalists Triumph in a Specialized World by David Epstein;

The Warmth of Other Suns, the Epic Story of America's Great Migration by Isabel Wilkerson

Grading Components:

Text based (8)	480 points (Self-Intro to class & resume' to professor plus 7 'chapter block' essays, 5-7 pages each)
Discussions (3)	150 points (one original quality post + three responses to fellow students' posts for a total of 4 posts for each discussion topic)
Final Essays	170 points (2 essays, 5-7 pages each)
Book critique & reflection	200 points (12-15 pages)
Total points available	1000

Grading Scale:

A	930-1000
A-	900-929
B+	870-899
B	830-869

B-	800-829
C+	770-799
C	730-769
C-	700-729
D+	670-699
D	600-669
F	599 and below

Plagiarism will not be tolerated in the course. Please be sure to appropriately cite all resources used for each assignment. All assignments must be your own work. I am interested in YOUR thoughts, opinions and analyses. Students are expected to adhere to the Mary Baldwin University Honor Code.

Accessibility Services: Any student with documented accessibility needs who feels they may need academic accommodations while taking this course, should first contact Dr. Carey Usher, Associate Provost (cusher@marybaldwin.edu, 540-887-7064) or Accessibility@marybaldwin.edu.

The Academic Resource Center: The ARC is your one-stop-shop for writing, math, and all other subject and studentship tutoring. Residential students can meet with tutors virtually or face-to-face in the Center for Student Success, on the first floor of Grafton Library. Online and remote students can work virtually with tutors on papers, assignments, and test-taking strategies. Appointments are scheduled through TutorTrac (tutortrac.marybaldwin.edu). For more information, contact Dr. Carey Usher, Associate Provost (cusher@marybaldwin.edu, 540-887-7064 or ARC@marybaldwin.edu).

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8/10/20