HUMAN RESOURCE MANAGEMENT
SYLLABUS

HRM 305 Section 001 6:00-8:45 p.m. Monday Spring 2016
Micron Business and Economics Building Room 1210
Gundars (Gundy) Kaupins

Description

Strategic Management
Workforce Planning and Employment
Human Resource Development
Compensation and Benefits
Employee and Labor Relations
Occupational Health, Safety, and Security
Outcomes

1. Receive an overview of human resource management to prepare students for higher level human resource management courses in Boise State's human resource management program.
2. Understand and apply analytical and disciplinary concepts and methods related to business and economics in business policy and strategy, international environment of business, legal environment of business, and management.
3. Communicate effectively. Write messages and documents that are clear, concise, and compelling.
4. Solve problems, including unstructured problems, related to business and economics.
5. Resolve ethical issues related to business and economics.
6. Provide initial preparation for the Assurance of Learning exam.

Measurement of Outcomes

1. Through testing.
2. Through successful completion of live case projects.
3. Through successful completion of in-class projects.

Professor

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Professor of Management
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Office Hours

I am around a lot in my office in the late morning through middle afternoons. Roll on in anytime. I also answer e-mails fairly quickly. Tuesday at 1:00-2:30 is great.

Course Details

Text


It is one of the least expensive HR textbooks for the quality it provides.
Grading

This class does NOT operate on a 90%=A, 80% = B grading system. Course grades are a function of how students do relative to each other, relative to previous sections of this course, and relative to the 2.80 GPA standard of a typical 300-level course at the College of Business and Economics. I don’t have to provide D’s or F’s but they might be earned if there is a sufficient difference between your score and the bulk of the class.

Performance

Exams 3 @ 160 points
Live Case 1 @ 120 points
In-class Assignments 10* @ 5-10 points
*Approximate

Exams

80 multiple choice questions per exam, each question is worth 2 points
40 Textbook questions, 40 lecture questions with lots of overlap

Exam Review

Before each exam, there will be a review session using a game show format. All terms provided in the game show will be appearing on the exam as part of the test question or a right or wrong answer. The review session will not cover all test questions.

In-Class Assignments

In-class assignments will be given up to 5 points a piece and will be done periodically throughout the semester. In-class assignments provide a simulated human resource experience. Students must be in class to get credit. No make-ups for missed in-class assignments.
Makeup Exams and Late Papers

All students are expected to take exams on the dates scheduled. If a student does not take the exam on the scheduled time for any non-BSU sponsored activity, he or she must take a makeup before the next class. The makeup is harder. Late papers will be penalized at least 10 percent.

Live Cases

Live cases involve companies coming to class to have the students work on current company problems. Students will be divided into groups and will write an employee handbook (or something related to an employee handbook) and provide supplemental human resource materials.

Blackboard

Blackboard will be used at http://blackboard.boisestate.edu. The following are locations of various resources: Assignments (Live Case Assignment, Results of in-class projects), Course Documents (Lecture PowerPoint Slides, Syllabus)

Services

All students deserve resume reviews, course and career advising, graduate school counseling, and just plain recognition that they are #1.

Mission of the College of Business and Economics

The mission of the College of Business and Economics is to advance the success of individuals and organizations of Idaho by providing responsive, accessible, and high-quality services in business and economics.

Disclaimers

The syllabus is not a contract. If there is any cheating on the assignments, that particular assignment will have a zero score for the student.

LEARN TO PARTICIPATE, PARTICIPATE TO LEARN
# Calendar

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<th>Dates</th>
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<td>Syllabus</td>
<td>Ch. 1 Introduction, Ch. 2 Organizational Demands and Environmental Influences</td>
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<td>January 18</td>
<td>No Class</td>
<td>Martin Luther King Day</td>
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<td>Groups Formalized</td>
<td>Ch. 3 Regulatory Issues</td>
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<td>February 1</td>
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<td>Ch. 3 Regulatory Issues, Ch. 4 Job Design</td>
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<td>March 7</td>
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<td>March 14</td>
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<td>Ch. 7 Selection, Ch. 8 Learning and Development</td>
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<td>April 11</td>
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<td>Ch. 10 Compensating Employees, Ch. 12 Employee Benefits and Safety Programs</td>
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<td>Case Due, Exam Review</td>
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