**HUMAN RESOURCE MANAGEMENT**
HUMR 328-40
Spring 2010

**Instructor:** Alan K. Hill, MBA/HRM  
Phone: 468-2585  
Cell Phone: 998-9933  
**e-mail:** ewuhrm@q.com or ahill@ewu.edu

**Classroom**  
Riverpoint, Room #114; (office, room # 234; office hours 5 p.m., Monday)

**Text:**  
Dessler, Gary, Fundamentals of Human Resource Management, Content, Competencies, and Applications

**Resources:** As in other classes, you will find that cases, exercises and related articles will be used extensively. Text is required reading.

**Overview:** This course is designed to focus on the principles and contemporary problems and practice issues of human resource management. Strategic H.R. management is becoming more important to the survival and success of today’s organizations.

The learning environment will include individual and team work, lectures, discussions, exercises (primarily from the text), as well as field work. We will get outside the classroom, seeing and experiencing the employment world as it is today.

**Objectives:** Within the framework of this course we will each:
- Identify & explain the main concepts of Human Resource Management
- Examine the current trends in Personnel/HRM
- Explore best practices/best fit of HRM in organizations
- Proactively formulate some approaches to HRM issues

**Participation:** To meet the course objectives it is important that we each contribute to the best of our ability. Speak-up, learn, grow, think, feel, and push our collective thinking beyond the traditional limits. Share your thoughts. Read the material and be prepared to discuss it.
**Attendance:** Prepare yourself to be present at each class. Attendance is part of your grade. If there is a significant problem I will work with you. Let me know ahead of time.

**Presentations:** As part of a group or on an individual basis, each person is expected to participate in one presentation. A roster will be available from which to pick a topic and there will be a sign-up sheet to list a date for the presentation. Use and cite several resources. One paper, from three to five pages in length, is to be turned in with each presentation. Please have fun with this segment of the class work. Help us all expand our minds. Experiment with interesting ways to present your material. Use the Internet, games, contests, etc. Be creative.

**Grades:** Cumulative course grading is allocated in the following manner:

- 95% = A
- 85% = B
- 75% = C

These percentages are based on points:

- Attendance: 100
- Participation: 100
- Mid-Term: 200
- Presentation: 300
- Final exam. 300

1,000

**Exams:** Mid-term will be a mix of true/false, multiple choice, and short-answer questions. Final examination will be four essay questions.

**Quizzes:** Each Monday, expect to answer one or two quiz questions from the chapters scheduled to be covered that day.

**Expectations:**

- Honesty - each person must do their own work with integrity. And when acknowledging source works for papers or presentations give credit to others where appropriate.
- Written work – where spelling, grammar, and deadlines are concerned; proof your work, you are responsible, do the best you can.
- Where late work is concerned - no problem, but you automatically lose one grade step.
<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
<th>Assignments</th>
</tr>
</thead>
<tbody>
<tr>
<td>03/29/10</td>
<td>Introductions, overview Chapters 1 &amp; 2 Review Syllabus, Sign-up for Presentations</td>
<td></td>
</tr>
<tr>
<td>04/05/10</td>
<td>Chapters 3 &amp; 4 Presentation</td>
<td></td>
</tr>
<tr>
<td>04/12/10</td>
<td>Chapters 5 &amp; 6 Presentation</td>
<td></td>
</tr>
<tr>
<td>04/19/10</td>
<td>Chapter 7 Improve Appraisals Presentation</td>
<td></td>
</tr>
<tr>
<td>04/26/10</td>
<td>Chapters 8 More Performance Appraisal work on Mid-Term exam Presentation</td>
<td></td>
</tr>
<tr>
<td>05/03/10</td>
<td>Chapter 9 Presentation; Computer Lab</td>
<td></td>
</tr>
<tr>
<td>05/10/10</td>
<td>Chapters 10 &amp; 11 Presentation</td>
<td></td>
</tr>
<tr>
<td>05/17/10</td>
<td>Chapter 12 &amp; 13 Presentation</td>
<td></td>
</tr>
<tr>
<td>05/24/10</td>
<td>Chapters 14 &amp; 15 Presentation</td>
<td></td>
</tr>
<tr>
<td>05/31/10</td>
<td>Memorial Day Holiday Holiday</td>
<td></td>
</tr>
<tr>
<td>06/07/10</td>
<td>Chapters 16 &amp; 17; Review Final Exam Presentation</td>
<td></td>
</tr>
<tr>
<td>06/14/10</td>
<td>FINAL EXAM</td>
<td></td>
</tr>
</tbody>
</table>