

MANA 7336
Human Resource Management
Spring 2017 Course Syllabus

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Course Description

MANA 7336 is a graduate level survey course in human resource management (HRM). The field of human resource management includes areas such as recruiting, selection, compensation, training, and performance appraisal. The primary emphasis in the course is on the applied implications of HRM for the practicing manager. All portions of the course, to include testing, are provided online via Blackboard Learn.

Course Textbook

The required textbook for the course is Human Resource Management (2015) 14th Edition, ISBN-13: 978-0133545173 by Gary Dessler. I have included a photo of its cover in Blackboard to be clear about which book/version is used. You should easily find used copies of this book available and at a very reasonable price. Of course, electronic copies of the text and rental copies are also possibilities. Given its publication date, I would suggest that you avoid buying a 'new' hardcopy version of this book if possible (and you should not have to do so unless you prefer that option).

Course Exams

There will be two non-cumulative online exams given during the course. Each exam will be worth 50% of the final course grade. Both exams will be available in two versions, consisting of a choice of either: (1) 40 multiple choice questions worth two points per question and two essay answer questions worth 10 points each, or (2) 50 multiple choice questions worth 2 points per question.

Exam I	Chapters 1 – 8	Monday March 6 th – Friday March 10 th in Blackboard
Exam II	Chapters 9 – 14	Monday April 24 th – Friday April 28 th in Blackboard

Optional Course Paper

Each student will have the option to write a paper on one area of HRM covered during the course. If elected, the course paper will constitute 20% of the final course grade (with Exams I and II then counting 40% each toward the final grade). Students should find a topic of personal interest to them and review articles that they find useful in learning about that particular area of interest. Each paper should be at least ten pages long and should contain a title/cover page, abstract, introduction, review, summary/conclusion, and list of references. At least ten references should be used, and I would suggest using publications targeted to the practicing manager. All papers elected by a student for submission are due no later than Friday, April 28th.

- * Students who are so interested should send an email requesting details for preparing the paper
- * Suggested database: Business Source Complete
- * Sample suggested publications: Academy of Management Executive, Organizational Dynamics, Business Horizons, Harvard Business Review

Grading Standards

<u>Score Range</u>	<u>Grade</u>
92.50 ----- 100.00	A
89.50 ----- 92.49	A-
86.50 ----- 89.49	B+
82.50 ----- 86.49	B
79.50 ----- 82.49	B-
76.50 ----- 79.49	C+
72.50 ----- 76.49	C
69.50 ----- 72.49	C-
66.50 ----- 69.49	D+
62.50 ----- 66.49	D
59.50 ----- 62.49	D-
00.00 ----- 59.49	F

Communications

1. The much preferred medium for individual student concerns is e-mail (not the telephone).
2. Students who email about a grade-related matter should be sure to include the Student ID# and course number MANA 7336 in the message.

Academic Honesty

The University of Houston Academic Honesty Policy is strictly enforced by the C. T. Bauer College of Business. A discussion of the policy is included in the University of Houston Student Handbook: <http://www.uh.edu/dos/hdbk/acad/achonpol.html>. Students are expected to be familiar with this policy.

In particular, I will note that any paper submissions will be vetted for originality using whatever resources I am able to use. I write this with NO offense intended – I DO, after all, realize that you all are graduate level students – but I will share that I have had problems in this area with a few graduate students in the past. I will check any submissions against the Turnitin database, Google, Wikipedia, etc.

Accommodations for Students with Disabilities

The C. T. Bauer College of Business would like to help students who have disabilities achieve their highest potential. To this end, in order to receive academic accommodations, students must register with the Center for Students with Disabilities (CSD) (telephone 713-743-5400) and present approved accommodation documentation to their instructors in a timely manner.