

AMBERTON UNIVERSITY
e-COURSE SYLLABUS

**MGT6177.E1 Human Resource Management
WINTER 2024**

PROFESSOR INFORMATION:

Name: **Dr. Steve Tidwell**
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COURSE INFORMATION:

MGT6177.E1 Human Resource Management
Level: Graduate
Beginning Date of Session: Saturday, December 2, 2023
Ending Date of Session: Thursday, February 22, 2024
Student access available to the Student Portal: Saturday, Saturday December 2, 2023.

Winter Holiday Break:

**Tuesday, December 19th, 2023, through Monday , January 1st, 2024
(Classes resume on Tuesday, January 2nd, 2024)**

Students enrolled in distance learning courses are not assessed any additional fees for security or identity verification.

COURSE PREREQUISITES:

None

TEXTBOOK(S) AND REQUIRED MATERIALS:

Author: Human Resource Management
Publisher: Cengage
Year Published: 2020
Edition: 16th
ISBN: 13: 9780357033852
Price: Available at <http://amberton.ecampus.com>

Amberton University has an agreement with eCampus.com to provide a full-service online bookstore to students. The Amberton University Virtual Bookstore is accessible through the University's website, www.Amberton.edu. There is also a bookstore link in the Student Portal.

The AU Virtual Bookstore provides an easy to use interface, online buyback of books, and same day shipment of most titles with an average delivery time of 2-3 days depending on the student's location. Textbook options include new, used, rental, and electronic media as available.

Since no books are sold on campus, students should plan accordingly and purchase their books in advance of the first day of class, allowing time for shipping. Be certain you are enrolled in the course before purchasing your book(s). All textbook information (Title, Author, ISBN, etc.) is available in the course syllabi so students can shop competitively. Most textbooks can be purchased from many different textbook vendors. Some textbooks may only be available on the University's Virtual Bookstore. Students should be careful to obtain the exact resource(s) required for the course.

APA Requirement

APA (American Psychological Association) style is most commonly used to cite sources within the social sciences. This resource, revised according to the 7th edition, offers examples for the general format of APA research papers, in-text citations, endnotes/footnotes, and the reference page. For more information, please

consult the Publication Manual of the American Psychological Association, (7th ed.). All coursework at Amberton University will comply with the standards contained in the APA Publication Manual.

COURSE COMPETENCIES:

The following represents the course competencies for this class. Competencies are equivalent for all lecture and distance learning courses. Following each competency is the assignment used to gain mastery of this area of study.

The course presents a systematic framework for analyzing and evaluating human resource management functions within an organization. Topics include talent management, workforce planning, organizational development and training, employment laws, ethical decision-making, compensation, job design, the role of HR in organizations, benefits, information systems, and the role of HR in global business environments. This course will review Human Resource Competencies in Early Career, Mid-Career, and Senior Career. Topics will also include key competencies in mandatory areas of Human Resource Management.

UPON COMPLETION OF THE COURSE, THE STUDENT WILL BE COMPETENT IN:

| |
|---|
| 1. Assessing human resource management activities such as forecasting requirements, workforce availability analysis, and talent requirements needed by an organization. |
| 2. Analyzing the legal environment surrounding human resource management functions. |
| 3. Understanding the performance management process, the methods used, and the problems encountered. |
| 4. Evaluating the strategic role of the human resource department and professionals reviewing the competencies necessary in anticipating and preparing for future business needs. |
| 5. Reviewing competencies in Compensation and Benefits and including the following: creating a flexible workplace, designing incentives and rewards, managing a diverse workforce, talent management, and recruitment. |
| 6. Evaluating the competency in employee relations, including the following: managing and responding to poor employee performance, managing virtual work teams, and workplace dispute resolution. |
| 7. Analyzing Transformational Strategic Human Resources approaches in ethics, organizational strategy, and the role of mission and values in Strategic Human Resources Management. |
| 8. Evaluating the role and effectiveness of Human Resources in global and cultural domains. |
| 9. Understand the employment laws impacting human resource management functions. |
| 10. Illustrating competency in Training and Development, including the following: conducting needs assessments, return on investment, transfer of training, using technology in communication, and training. |
| 11. Summarizing Workforce Planning, including the following: aging and employment strategies, job analysis based on performance Management, and Appraisal. |
| 12. Reviewing the ability to effectively exchange information with stakeholders, organizational leaders, and employees. This includes both verbal and written interactions and is the foundation on which relationships are built and maintained. |
| 13. Analyzing the integration of ethics, integrity, and accountability standards through all organizational and business practices. |
| 14. Develop HR practices focusing on fairness, justice, and ethical decision standards for all organization members. |
| 15. Evaluating new organization initiatives, consulting, creating strategic staffing plans, and then leading the implementation of those that receive approval. |
| 16. Applying the concepts related to critical evaluation competency to key roles and duties performed by Human Resources professionals. |
| 17. Analyze the utility of human resource information systems data to manage human capital. |

COURSE POLICIES:

Students must comply with the calendar on turning in assignments. It is imperative that students adhere to these deadlines. Students not complying with the deadlines will be penalized 15 points per day for late assignments. No Exceptions! All times are in Central Standard Time Zone. Students will not be

penalized for submitting assignments early. Students may also submit assignments before they have received a previous submitted assignment.

All assignments must be submitted by Monday, February 19, 6 PM CST. If all assignments are not received by Monday, February 19, 6 PM CST, the student will receive a 0 (zero) for the/those missing assignment(s). No exceptions!

PLEASE NOTE: Please order your book in plenty of time so that when class begins on Saturday, December 2, 2023, you will be ready and prepared to start the assignments. Please be in attendance for all classes. There will be some assignments completed in class that the student will not have an opportunity to make up.

Also, please understand that all assignments must be submitted on time and in accordance with the due date. For those assignments not submitted on time, there will be a 15 point, per day penalty. No Exceptions! You are more than welcome to complete your assignments in advance.

COURSE OUTLINE AND CALENDAR:

The class will involve several assessments: Two exams, an article review, three discussion boards, and a research project.

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Exams

Two Exams/Quizzes (The exams and quizzes are the same as for terminology). The exam will consist of 35 – 40 multiple choice and two essay questions.

Discussion Boards

Three discussion boards – Please use at least one outside source in your post. Please show the in-text citation(s) and reference(s). Respond to at least one of your colleagues. There is no word requirement. The student is expected to be thorough in their assessment.

Article

The student will conduct research over **the Affordable Care Act**. Discuss the advantages and disadvantages of this act. Any article identified on the AU library is great! The assignment will be no longer than two to three pages in length. With this minimum number of pages, effective writing is imperative. The student is expected to be thorough in their assessment and use reputable resources in their research. Please use an additional two outside sources within your article review. An outside source is another source other than your article and the class textbook. Please adhere to APA format with the cover page, in-text citations, and references. Use the required template for this assignment. The required template is located in the Course Documents

Research PowerPoint Presentation

The student is required to research how organizations are battling for top talent. The student will research what organizations are doing to attract and retain top quality employees and present their findings in a power point presentation. According to research, this is one of the most important concerns for organizations today. **Please limit what is written on the slides to just key points, and then use the note section for the in-depth assessment.**

In the note section, the student will provide an in-depth assessment of the key points in the slide. This assignment will be submitted through Moodle on or prior to the due date. Please note as mentioned

above, the student will limit what is written on the slide to just key points. Then, in the note section, they will explain the key points.

Please use at least four to six references. There is no slide number requirement. The student is expected to be thorough in their assessment. Please show the in-text citations in the note section.

See the assignment for a full description.

PowerPoints and Study Guide

Use the textbook to answer the Study Guides and view the PowerPoint slides for preparation for the quizzes.

The student does not need to submit the Study Guide to the professor. This is just a study aid for the students.

Regarding all assignments, DO NOT USE WORD FOR WORD or a DIRECT QUOTE from any source. Please paraphrase your comments and then show the sources.

Student's Responsibilities

This syllabus contains information, policies, and procedures for a specific course. By enrolling, the student agrees to read, understand, and abide by the policies, rules, regulations, and ethical standards of Amberton University as contained in the current university catalog and schedule of classes.

Attendance Policy:

Regular and punctual class attendance and engagement is expected at Amberton University. In case of an absence, it is the student's responsibility to contact the professor as soon as possible. If a student intends on withdrawing from a course, it is the student's responsibility to follow the university's policy on formally withdrawing from a course. **Ceasing to attend classes does not constitute an official withdrawal.**

Attendance in a lecture course is defined as punctual arrival to, and engagement in, a full lecture session. Attendance in a distance learning course is defined as active participation in the weekly online class sessions. "Active participation" can be defined as: submitting an academic assignment, taking an exam, engaging in an interactive tutorial, participating in an online discussion forum (or chat session), or initiating (or responding to) a communication with a faculty member about an academic assignment or the subject matter of the course. A student not meeting these requirements may be dropped at the discretion of Amberton University.

Plagiarism Policy

Plagiarism is the presentation of someone else's work as though it were your own. If you use another person's words, ideas, or information; or if you use material from an outside source – whether a book, magazine, newspaper, business publication, broadcast, speech, or electronic media – you must acknowledge that source. Plagiarism is a violation of the University's code of student ethical conduct and is one that is taken seriously. Amberton University operates on an honor system; therefore, honesty and integrity are essential characteristics of all who are associated with the institution. All Amberton students are expected to abide by the honor system and maintain academic integrity in all their work. Amberton University and its instructors monitor student work for plagiarism and reserve the right to submit such work to technology-based plagiarism detection services and applications at any time.

Self-plagiarism means reusing work that you have already published or submitted for a class. It can involve:

- Resubmitting an entire paper
- Copying or paraphrasing passages from your previous work

Self-plagiarism misleads your readers by presenting previous work as completely new and original. Students may not submit the same paper in substance in two or more classes without prior written permission of the instructors involved.

Amberton University students who use Artificial Intelligence (AI) generated content must adhere to the following policies:

Originality: Students must avoid presenting AI generated content as their own original work. It is essential to acknowledge the involvement of AI in the content creation process in order to maintain academic and ethical standards.

Paraphrasing: When using AI generated content, students must rephrase and/or modify the generated text. Paraphrased AI generated content should also be properly cited.

Acknowledgement: When using AI generated content in any assignment, proper credit must be given to the AI system that generated the content. <https://apastyle.apa.org/blog/how-to-cite-chatgpt>

Students agree that by taking this course, all required assignments may be subject to submission for a textual similarity review to Turnitin.com for the detection of plagiarism and self-plagiarism. All submitted papers will be included as source documents in the Turnitin.com reference database solely for the purpose of detecting plagiarism in future papers. Use of Turnitin.com service is subject to the Usage Policy posted on the Turnitin.com website.

Turnitin is a writing improvement and plagiarism prevention tool which uses special algorithms, to compare text-based student submissions to the Turnitin database and other online sources. Turnitin produces a detailed **similarity report** that can be customized and viewed by instructors and students.

Turnitin “Draft Coach” is a Google based add-on to Turnitin which supports students in developing high-quality academic writing; and serves as an integrity coach. Draft Coach helps address errors and improve the quality of student’s writing by highlighting grammar mistakes, identifying incorrectly cited sources, and scanning for similarity across several databases. By providing formative feedback on how to address citation issues, incorrect grammar, and matches with the Turnitin database, Draft Coach provides explanations to help students become more confident writers, capable of producing higher quality work both in academics and in the workplace.

COURSE OUTLINE AND CALENDAR:

(PLEASE DO NOT FOCUS ON THE WEEKS, BUT RATHER THE DUE DATES.)

| Week | Topic | Assignment | Competencies Covered | Due Date |
|------|--|--|----------------------|---|
| One | -Human Resource Management in Organizations -Human Resource Strategy and Planning | Read and be prepared to discuss Chapters 1-2 | 1, 2, 4,11, 12 | Discussion Board One due Saturday December 9 at 6 PM CST |
| Two | -Human Resource Management in Organizations -Human Resource Strategy and Planning | Read and be prepared to discuss Chapters 1 - 2 | 1, 2, 4,11, 12 | |

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|-------|---|---|----------------------------|---|
| Three | -Equal Employment Opportunity -Workforce, Jobs, and Job Analysis | Read and be prepared to discuss Chapters 3-4 Article Due | 3, 4, 7, 12, 16 | Article - Due Saturday January 6, 6 PM CST. |
| Four | Individual/Organization Relations and Retention, and Recruiting High-Quality Talent | Read and be prepared to discuss Chapters 5 and 6 | 6, 7, 8, 10, 12 | Discussion Board Two – Due Saturday, January 13, 6 PM CST |
| Five | -Selecting Human Resources and Training Human Resources | Read and be prepared to discuss Chapters 7 and 8 | 1, 5, 6, 8, 10, 11, 12, 16 | |
| Six | EXAM | Chapters 1 -8, | 1-8, 10, 11-13, 16-18 | Exam 1 – Chapters 1-8 opens on Thursday January 25 and closes on Saturday January 27, 6 PM CST |
| Seven | -Talent, Careers, and Development -Performance Management Appraisal, and -Total Rewards and Compensation | Read and be prepared to discuss Chapters 9-11 | 5, 6, 13, 16, 17, 18 | |

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|-------|---|--|------------------------------|---|
| Eight | -Managing Employee Benefits -Risk Management and Worker Protection, and -Employees Right and Responsibilities | Read and be prepared to discuss Chapters 12 - 14 | 10, 11, 14 | Discussion Board Three due February 10 at 6 PM CST |
| Nine | -Union and Management Relations and Global Human Resource Management | Read and be prepared to discuss Chapters 15 – 16 -Review for Exam | 5, 6, 10, 14, 15, 16, 17, 18 | Exam 2 Chapter 10 -15 – opens on Thursday February 15 and closes on Saturday February 17, 6 PM CST |
| Ten | Research Power Point Presentation | Chapters 10-16 | 5,6,10,14-18 | Research PowerPoint Presentation – Due Monday February 19, 6 PM CST |

Regarding all assignments, DO NOT USE WORD FOR WORD or a DIRECT QUOTE from any source. Please paraphrase your comments and then show the sources.

GRADING CRITERIA:

Each assignment will be valued as indicated below:

| | |
|---------------------|-----|
| Quiz One | 15% |
| Quiz Two | 15% |
| Research PowerPoint | 25% |
| Discussion Board 1 | 10% |
| Discussion Board 2 | 10% |
| Discussion Board 3 | 10% |
| Article | 15% |

GRADING CRITERIA:

(Grading Scale – Provide the number and percent value of assignments, exams, papers, reports, group projects, etc. **along with** the appropriate University’s grading scale below. Be DETAILED to give your students the most information possible prior to the start of the session.)

| | |
|----------|---|
| Graduate | |
| 92 – 100 | A |
| 82 – 91 | B |
| 72 – 81 | C |
| 62 – 71 | D |
| Below 62 | F |

GRADE NOTIFICATION AND INSTRUCTOR FEEDBACK:

A successful distance learning experience requires a flow of communication between instructor and student throughout the session. Instructor comments are considered essential to the learning process. Therefore, each assignment/exam submitted will be reviewed, graded and returned to the student in a timely manner along with the appropriate commentary. Students should carefully review all comments.

Final grades are processed approximately one week after the last day of the session and may be located in the My Grades section of the online registration portal as well as being emailed to the student's Amberton University email. Amberton University staff will not release grades over the phone. University instructors will not leave a message with comments or grades in any type of media that is not secure.

For questions regarding grades after the semester has ended, students should use their university email account and contact the instructor at the faculty email address as provided above in *Professor Information* area.

Incomplete Grades

An "I" (incomplete grade) is given at the discretion of the professor and may be given only when an emergency or illness prevents the student from completing course requirements. Should an "I" be granted, the student has 30 days from the end of the session to complete the conditions of the incomplete. An "I" which is not properly removed within 30 days following the session enrolled will become an "F" grade.

How To Withdraw From a Course

To be official, the class withdrawal must be in writing and signed by the student requesting the withdrawal; no withdrawal is accepted verbally. Please review the "Schedule of Classes" (online or in-print) for procedures for class changes or withdrawals and the refund policy and schedule.

COURSE DELIVERY METHODOLOGY:

This course is offered as a distance-learning course through the Moodle Learning Platform. Amberton's distance learning courses, called e-Courses, are identical to classroom courses in terms of learning outcomes, competencies, and instructor expectations. A student choosing to take an e-Course must have the following skills and technical capabilities:

1. Access to the Internet
2. General knowledge in:
 - Internet browser settings and configuration
 - e-mail and file attachments
 - Uploading and downloading files
 - Using a word processing package
3. Ability to conduct on-line research

Students who have not mastered these skills should not enroll for this course, but should consider enrolling in MIS2110 Computer Concepts and Internet Technologies for instruction in these areas.

HOW TO ACCESS YOUR COURSE:

Through the Amberton University Student Portal

Students enrolled in distance learning courses using the Moodle Learning Platform may access the course through the Amberton University Student Portal. The site may be accessed through the University's main

page (<http://www.Amberton.edu>) or at <http://apps.Amberton.edu>. After selecting the “Student Portal” link, you will be prompted for a Username and Password.

Use your assigned **username and password** (AUID) as described below to enter the AU Student Portal:

Username = your capitalized firstname **initial**+lastname+last 3 digits of your SSN.

* Use your name exactly as it is listed on the University’s records, including any suffixes or hyphenations, such as Jr, Sr, or II, as a part of your username.

For example: James Jones, Jr. SSN: 123-45-6789
Username: JJonesJr789

Password = your Amberton University ID# (AUID) **including the dashes**

For example: 04-999-999

Once your login has been validated, you may select from a variety of menu options, including your individual E-Course, email account, Remote Research, General Tools, all Syllabi, Research Tutorials and Electronic Instructor Folders (FTP).

If you are accessing the Student Portal from a public or shared computer, close the browser completely when finished, or click on the Logout button. For security purposes, no other person should have access to your Username or Password. If you feel your information has been compromised or if you experience technical difficulties, contact the e-course system administrator at: e-sysop@amberton.edu

If you have lost or do not know your Amberton ID#, please contact the Student Services Office 972/279-6511 or advisor@Amberton.edu for a replacement AUID card. You must know your Amberton ID# to gain access to the course and to send email to your professor.

Through the Amberton University Moodle Website

Students enrolled in distance learning courses using the Moodle Learning Platform may also access the course by going to: <http://moodle.Amberton.edu>

For those utilizing Moodle for the first time, the **username and password** for the Moodle Learning Platform will be emailed to the student’s University email account prior to the start of the course. For those returning to Moodle who do not remember their username and password, click on the link “*Forgotten your username or password*” available on the Moodle log in page (<http://moodle.Amberton.edu>). Otherwise use the same username and password as previous session.

Moodle Tutorial:

Upon successful log in and access to the Moodle learning platform, there is a *Student Moodle Tutorials* course available, to learn about the basics of Moodle. Simply click on the link for the *Student Moodle Tutorials* and read through the various learning topics: Navigating; Communicating; Assignments & Exams; Grades; and Student Resources.

COURSE COMMUNICATIONS:

Students will communicate with faculty through the Moodle Learning Platform or the Amberton University email system.

Each student enrolled is assigned an Amberton email account, which gives the student access to the Amberton email system (my.Amberton.edu). This email account is provided by Google Apps for Education. Students are encouraged to check their email regularly for University news, notices, and to communicate with instructors.

The student’s assigned email address would be Username@my.Amberton.edu

Example: LJones-Smith789@my.Amberton.edu

The student Username is determined by:

firstname initial+lastname+last 3 digits of student ssn.

For example: Linda Jones-Smith SSN: 123-45-6789
Email Address = LJones-Smith789@my.Amberton.edu

Students will be prompted for a Username and Password when accessing their email account. Use the Username portion of the email address as the username (Example: LJones-Smith789) and your Amberton ID# (including the dashes) as the password.

If you already have a Google gmail account, you might be prompted to add this account to your current account. Click 'Yes' and you will be logged into your my.Amberton.edu email account. It will be a separate email account from your personal gmail account.

If you need assistance with your email account, please visit <https://support.google.com/mail>

Students are responsible for reviewing the “Communication Guidelines” provided on the individual E-Course for specific instructor requirements.

Upon completion of a session, all communication and course specific information is removed from the Moodle system. If a student needs to maintain a record of communications or assignments, the student is strongly encouraged to print out or download these items to a disk for their own records.

FORMAT AND SUBMISSION OF ASSIGNMENTS:

Assignments are to be submitted to the appropriate assignment Drop Box in the Moodle system. Specific directions and guidelines for submission of assignments are located on-line in the “Communication Guidelines” of the e-course. Due to compatibility issues, Office 2007 files cannot be read by earlier versions of Microsoft Office. Before submitting an exercise file, confirm the file is in the proper format for grading by the instructor.

INSTRUCTOR/COURSE EVALUATION:

Each session, all Amberton students are provided with the opportunity to evaluate their courses and instructors. The evaluation process is an important one and provides students with an anonymous and confidential way to give meaningful feedback to the University. Summary information and comments are provided to faculty after the close of the session. All information provided is anonymous.

The Instructor/Course Evaluation will be open for completion during week 9 of the session. An evaluation assignment will be placed in week 9 of the Moodle course, along with the instructions on how to complete the evaluation. Prior to week 9, the University will send out an email containing instructions and dates for the evaluation period.

RESEARCH RESOURCES:

The Library provides access to full-text, and peer reviewed articles, and digital research tools. Students can search Library holdings through the online catalog and databases search engines available on the Library website or browse the physical library space and holdings located at the Garland campus.

Research items not contained in the Amberton Library collection can be located through interlibrary Loan (ILL) or through the TexShare program with the help of the Library staff. Students with questions about available services, resources, or research, may contact the Library via email at Library@amberton.edu.

RESEARCH ACCESS:

Databases can only be accessed by authorized users, and students at Amberton must enter their Amberton ID credentials-same as Moodle login-to gain access when off-campus. Use an Amberton website, such as the University site (Amberton.edu) or the library site (Library.amberton.edu) to find links to databased and digital books. Online resources are available all day, every day.

Library Live Chat Feature

Library staff are available to assist students with research problems or questions during Library hours through a live online chat feature, telephone, email, “How-to” videos, or in person. The library telephone is (972-279-6511 ext. 185. You can email questions to library@amberton.edu or visit the library in person on the Garland campus for assistance.