

AMBERTON UNIVERSITY
e-COURSE SYLLABUS

MGT6177.E1 Strategic Human Resource Management
Fall 2026

PROFESSOR INFORMATION:

Professor: Dr. Di Ann Sanchez
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COURSE INFORMATION:

MGT6177.E1 Strategic Human Resource Management
Level: Graduate
Beginning Date of Session: Saturday, September 12, 2026
Ending Date of Session: Thursday, November 19, 2026

Student access available to the Student Portal: Saturday, September 12, 2026.

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

PREREQUISITES:

None

TEXTBOOK(S) AND REQUIRED MATERIALS:

Title: Human Resources Management
Author: Sean Valentine, Patricia Meglich, Robert L. Mathis, & John H. Jackson
Publisher: Cengage
Year Published: 2024
Edition: 17th
ISBN: 10: xxxxxxxxxx or 13: 19780357985281
Price: Available at <http://amberton.ecampus.com>

Students should verify enrollment in course before purchasing textbooks. Textbook information and ordering options are available through the Amberton Virtual Bookstore. 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.

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 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 strategic 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 human resource department management and professionals reviewing the competencies necessary in anticipating and preparing for future business needs.
5. 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 resources 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.
18. Assessing how strategic Human Resources Management can leverage artificial intelligence (AI) to enhance productivity and streamline workflows in the business environment.

ACQUIRED SKILLS

1. Human Resource Management Planning
2. Streamline Workflows
3. Critical Thinking
4. Analyzing Data to Manage Human Capital

COURSE POLICIES:

Additional required material

Capsiminbox Human Resources Management Simulation

Title: Capsiminbox Human Resources Management Simulation
Author: Capsim Management Solutions
Price: **\$9.99**

In order to access the CapsimInboxes as a **Student** kindly follow these steps:

1. Please go to www.capsim.com
2. You will see Sign In on the upper right hand side of the screen
3. Please Sign In

4. Your Username = your last name: "Lname." Inbox (case sensitive)
5. Your Password: capsim123 (case sensitive)

1. **(Guidelines for Written Assignments.** When you submit written work, please prepare it in Word using a format/style consistent with professional business practice. All written assignments must use APA standards (see using APA style in the library resources). The following website will provide some examples of proper APA citations (<http://www.apastyle.org>), but the best source is The Publication Manual of the American Psychological Association (7th edition).

2. **Late Policy for Assignments is as follows:**

An assignment submitted after the due date will be assessed a **10% grade deduction for the first 2 days late and 5% each day afterward for up to 5 days.** If circumstances arise that preclude meeting this course requirement or assignment deadline, you must notify me immediately.

If an assignment is turned in 5 or more days late, the assignment will be accepted, but NO points will be earned. When submitting an assignment, please include your name, **MGT6177**, and the assignment title on the first page of the assignment. *When you upload your assignment to Moodle, it must be able to be opened in order for it to be considered on time.* Assignments not submitted correctly will not be graded and will be returned. Resubmitted assignments must still be in by the due date. Due date credit is not given for assignments that are returned ungraded.

All assignments must be submitted by 11:30 pm (CST) on the dates listed to ensure no penalty points will be applied. The student is responsible if a file is submitted that cannot be read and, therefore, cannot be graded. It is acceptable to submit assignments early, however; grading will be according to the stated schedule for the due dates. No work will be accepted after one week past the due dates.

3. **Extra Credit** – There is no extra credit work in this class.

4. **Academic Resources** – When conducting research for an assignment, the majority of your sources should be textbooks or peer-reviewed academic journals, such as those found in the university library databases. Internet searches will often take you to non-academic information resources such as Wikipedia.com, Ask.com, Encarta.msn.com, Infoplease.com, etc. Information gathered from these sites may be unreliable and inaccurate since they do not follow the formal oversight of the peer review process. Please avoid using these sites. They will not be permitted in this course and will not count toward fulfilling assignments.

5. **Feedback** – Feedback is provided for graded exercises and assignments within 5-6 days of the due date. Moreover, if you need feedback at any time regarding participation assignments, please ask.

6. **Incompletes** – Amberton University policy states that it is up to an instructor's discretion as to whether or not he or she grants an "Incomplete" at the end of the course.

7. **Course Contribution** – You are expected to study and learn, provide on-time completion of assignments, and regularly participate in and supply effective contributions to online discussions and activities. Those who demonstrate consistently high quality, and professional performance, and who regularly contribute to course activities will earn high grades in this course. As a guideline, you should log in to the course and participate in the discussion at least, two (2) times per week. Please plan on meeting the course requirements schedule. On rare occasions, circumstances beyond your control may result in your missing a course commitment. ***Please contact me in advance of the due dates to discuss your situation.***

8. Plagiarism - Students agree that by taking this course, all required papers may be subject to submission for textual similarity review to TurnItIn.com for the detection of plagiarism. All submitted papers will be included as source documents in the TurnItIn.com reference database solely for the purpose of detecting plagiarism in such papers. Use of TurnItIn.com service is subject to the Usage Policy posted on the TurnItIn.com site. **The maximum Turnitin report cannot exceed 20%.)**

STUDENTS' 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. A Student in a lecture course missing more than 20% (two class periods for weekday classes or one class period for Saturday classes) of the class meetings may be assigned a grade of an "F" or withdrawn at the discretion of Amberton University.

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 assigned a grade of an "F" or withdrawn 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:

GRADUATE RESEARCH PROJECT: There will be a Graduated Research Project for the course. Each graduate student will produce prepare a PowerPoint presentation (presented to the class) discussing current research on a Human Resources Topic studied in the course and how it relates to a workplace context.

ARTICLE REVIEWS: During this session, there will be article reviews as part of the assignments, and each requires a three (3) page written critique of peer-reviewed journal articles related to the reading for the week. There will be an online discussion component for each review that will require the student to share the research they have reviewed. Detailed instructions for the assignment will be provided in the course. The reviews must follow APA guidelines and written requirements outlined in the syllabus.

DISCUSSION POSTINGS:

Discussion postings are a two-step process. In Step 1 you will be asked to post a response to a discussion question. This may include textbook questions, reviewing video links, conducting internet searches and/or mini-cases. I am expecting 250 to 400 words in your responses. In Step 2 you will pick two other students' posting and give them feedback. Your job is not to "nit pick" his or her post. If you disagree, provide scholarly-based feedback. You should expand upon the posting content in your response. Be specific in your feedback. I am expecting 75-100 words in each of your responses to other student's postings. Responses to other students' postings are due 5 days after the due date for the Step 1 postings.

Grading of discussion postings will be proportioned as follows:

- 60% - your original posting
- 20% - review of one other posting
- 20% - review of one other posting

GRADING CRITERIA:

Assignment 1	15%	15 points
Assignment 2	15%	15 points
Assignment 3	15%	15 points
Assignment 4	15%	15 points
Graduate Research Project	25%	25 points
Discussions and Participation	15%	15 points
TOTAL POSSIBLE	100%	100 points

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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.

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Week	Topic		Assignment	Competencies Covered	Due Date
1	The Environment of Human Resources Management & Human Resources Management in Organizations		Chapter 1 SHRM Slides	1 - 8	Sunday, September 13, 2026 Orientation to Class; Text Review Syllabus Review 11:30 PM CST
2	Human Resources Strategy and Planning & Equal Employment Opportunity		Chapters 2-3 SHRM Slides	5, 7, 13	Sunday, September 20, 2026 Assignment 1 Chapters 1-2 11:30 PM CST
3	Workforce, Jobs and Job Analysis, Individual/Organizations Relations and Recruiting High-Quality Talent		Chapters 4 -6 SHRM Slides	1 - 10	Sunday, September 27, 2026
4	Selecting Human Resources & Training Human Resources		Chapters 7-8 SHRM Slides	1-10,13	Sunday, October 4, 2026 Assignment 2 – Chapters 3-4 11:30 PM CST
5	Graduate Research Project Review and Approval Human Resources Competencies		SHRM Slides	1-8, 13,15,16	Sunday, October 11, 2026 Graduate Research Project Topic Approved by Dr. Di
6	Talent Careers, Development, Performance Management and Total Rewards		Chapters 9-11 SHRM Slides	9,10,11, 13,14	Sunday, October 18, 2026 Assignment 3 – Chapters 5-7 11:30 PM CST
7	Managing Employee Benefits, Risk Management & Employee Rights		Chapters 12-14	10,13, 14	Sunday, October 25, 2026
8	Union/Management Relations		Chapter 15 SHRM Slides	5, 8, 16,17,18	Sunday, November 1 2026 Assignment 4

					Chapters 8-11 11:30 PM CST
9	Global Human Resource Management		Chapter 16 SHRM Slides	12, 16,17,18	Sunday, November 8, 2026 Graduate Research Project Due 11:30 P.M. CST
10	Graduate Research Discussion Posts		1-18	Chapters 1-16	Sunday, November 15, 2026

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GRADING CRITERIA:

Graduate

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

GRADE NOTIFICATION AND INSTRUCTOR FEEDBACK:

Students should review instructor feedback provided through Moodle or Amberton CampusWeb Portal. Final grades are processed approximately one week after the session and may be viewed through the student portal. Grades will not be released by phone or through unsecured channels. 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 granted only at the professor's discretion for emergencies or illness.

Students have 30 days from the end of the session to complete the course requirements. If the conditions are not met within this 30-day window, the "I" automatically converts to an "F".

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 delivered through Moodle. Students are expected to have reliable internet access, basic computer skills, the ability to upload/download files, use Amberton email, and submit assignments in the required format. Students needing assistance should use the Amberton SSO support/ticket process.

HOW TO ACCESS YOUR COURSE:

SINGLE SIGN-ON (SSO) INSTRUCTIONS FOR AMBERTON UNIVERSITY:

Students should access Amberton systems through the Single Sign-On portal at <https://sso.amberton.edu>. After logging in, students can access Moodle, Amberton email, CampusWeb, and other assigned applications. Students who need help accessing SSO should submit a support request through the SSO support option or contact support@amberton.edu.

MOODLE TUTORIAL:

Upon successful log in and access to the Moodle learning platform, there is a Student Moodle Tutorial course available, to learn about the basics of Moodle. Simply click on the link for the Student Moodle Tutorial 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.

EMAIL COMMUNICATION:

Students are expected to use their Amberton email account and Moodle for course communications. Students must use their official university email account for all university related communication and should check their Amberton emails regularly for course and university notices.

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 must be submitted through the appropriate Moodle assignment link unless otherwise directed by the instructor. Students are responsible for submitting files in the format required by the instructor.

INSTRUCTOR/COURSE EVALUATION:

Students will have the opportunity to complete an anonymous course and instructor evaluation near the end of the session. Instructions and dates will be provided through Moodle and/or Amberton email.

RESEARCH RESOURCES:

The Amberton Library provides access to full-text articles, peer-reviewed databases, and research tools, with options like Interlibrary Loan (ILL) and TexShare for items outside its collection. For research assistance, students can connect with library staff during operating hours via email (library@amberton.edu), phone (972-279-6511 ext. 185), "How-to" videos, live online chat, or in person at the Garland campus. The online library is available through Single Sign On (SSO).

MICROSOFT OFFICE 365 EDUCATION:

Amberton University students may access Microsoft 365 Education resources as provided by the university.

GOOGLE WORKSPACE FOR EDUCATION:

Amberton students are assigned a Google Workspace for Education account, including Amberton Gmail, Google Drive, Google Docs, Sheets, and Slides. Students should use their Amberton Google account for course-related work when required.