

CONTACT INFORMATION

Professor contact information is located on the course site in Canvas.

For Canvas questions: (833) 234-2574

For CIU questions: (803) 807-5199

COURSE DESCRIPTION

This course will prepare the student to integrate the various theories of learning, leadership, and motivation into a practical application of different methodologies, including needs assessment, development, and execution. Other important aspects covered include job design, coaching, mentoring, and performance management techniques.

COURSE OBJECTIVES

Upon completion of this course, students will be able to:

- A. Compare and contrast the different methods used to influence and engage employee behavior.
- B. Create a human resources needs assessment tool.
- C. Analyze various ways to design, implement, and evaluate human resources programs.
- D. Synthesize various human resource interventions into a workable employee performance improvement model.
- E. Explore various external and internal factors forcing organizations to implement and manage change.

COURSE MATERIALS

Werner, J & Desimone, R. (2011). Human resource development. Boston, MA: South-Western College Publishing. ISBN 978-0538480994

ASSIGNMENTS:

Assignment	Points	Percent	Week Assigned
Devotions (5)	10/50	5%	Weekly
Discussions (11)	35/385	38.5%	Weekly
Training Outline Paper (1)	110/110	11%	Week 1
Future Workforce Paper (1)	110/110	11%	Week 2
Training Approaches Paper (1)	110/110	11%	Week 3
Skills and Competencies Paper (1)	110/110	11%	Week 4
Diversity Paper (1)	125/125	12.5%	Week 5
Totals:	1000	100%	

ASSESSMENTS AND GRADING SCALE:

Means of Assessment and Due Dates	Due Date	Points
Devotions (5)	Wednesday; Weekly	50 pts
Discussions (11)	Wednesday for initial post, Saturday for responses; Weekly	385 pts
Training Outline Paper (1)	Saturday; Week 1	110 pts
Future Workforce Paper (1)	Saturday; Week 2	110 pts
Training Approaches Paper (1)	Saturday; Week 3	110 pts
Skills and Competencies Paper (1)	Saturday; Week 4	110 pts
Diversity Paper (1)	Saturday; Week 5	125 pts
	Course Total	1000 pts

Add 10 pts extra credit for students who complete the end of course survey.

Letter Grade	Points	Percentile
A	949-1000	95-100%
A-	919-948	92-94%
B+	889-918	89-91%
B	859-888	86-88%
B-	829-858	83-85%
C+	799-828	80-82%
C	769-798	77-79%
C-	739-768	74-76%
D+	709-738	71-73%
D	679-708	68-70%
D-	649-678	65-67%
F	0-648	64% and below

ACADEMIC SUCCESS CENTER (ASC)

The ASC provides accommodations for students with disabilities (physical, psychological, learning & ADD). Requests may be made throughout the semester, and they will be kept confidential. (803-807-5611, academicsuccess@ciu.edu). Students already receiving services through the ASC should contact the professor so that together they can make the student's academic experience in this class as successful as possible.

FORM AND STYLE

The official guide for all written work in connection with this course is the 7th edition of the APA manual.

PLAGIARISM

CIU Online Studies expects you to be honorable in your studies and responsible for your own academic work. Dishonesty in assignments, examinations, written papers, or other work is contrary to scriptural principles of Christian living and an affront to fellow students and your instructors. Plagiarism occurs when you present another person's ideas or words as your own, or when you intentionally or unintentionally fail to acknowledge or cite the source of the ideas you use.

Acknowledging and citing sources involves placing quotation marks around all the material you have taken (or paraphrased) from books, articles, internet sites, other students' papers, or other work you have not personally produced. It also involves listing full information about that source in a footnote or a parenthetical reference. Specific examples of plagiarism include but are not limited to the following:

1. Borrowing the words, sentences, ideas, conclusions, examples and/or organization of an assignment from a source (e.g., a book, an article, another student's paper, a tape/video, an internet site) without acknowledging the source.
2. Submitting work done by another student—in part or in whole—in place of original work.
3. Submitting assignments received from the Internet, from commercial firms or from any other person or group.
4. Knowingly aiding another student in plagiarizing an assignment as defined above.

You may not submit work that is part of a group consultation unless it is related to an assignment your syllabus specifically indicates is to be completed as part of a group. If you study for an exam with a review group, you may not reproduce any answers that others have written and submit it as your own work. You may not share with others answers to exam questions you have composed in advance. Any of these actions will be considered plagiarism.

Plagiarism will result in academic penalty, and may result in failure in the assignment, failure in the course, and further disciplinary action.

LATE WORK

Late assignments should be avoided. All assignments that are late will be marked down 10% per day they are late, starting one minute after midnight the day they are due for five successive days and will earn a zero thereafter.

SYLLABUS

The content of this syllabus is subject to change and modifications when deemed necessary.