

**Course Number:** MSOL 6700

**Course Title:** Developing Human Capital

**Course Description:**

Contemporary management literature emphasizes the importance of human capital as organizations strive to create a competitive advantage in today's knowledge and service economies. This course provides an in-depth review of models and strategies of human capital development including integrated talent management, individual and management development and competency modeling. Strategic human resources and a global perspective on human capital development are also examined.

**Prerequisites:** None.

**Credit hours:** 3

**Learning Outcomes:**

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

1. Understand current and future trends in Human Capital Management, including: talent management, individual management, and career development, competency modeling, innovation, succession management, and global perspective in strategic human resources.
2. Assess organizational needs to improve human performance.
3. Identify gaps in current Human Capital systems and develop recommendation for changing the human capital processes to optimize results and engage employees.
4. Evaluate the effectiveness of interventions for increasing organizational productivity and the meeting of organizational goals and objectives.

**Indiana Tech**  
*College of Professional Studies*  
**MSOL 6700 Developing Human Capital**  
**Online Syllabus Course Content**

**Instructor Information**

Please see Professor Profile at the Blackboard instructional site.

**Course Schedule**

Please see Course Schedule in the Course Syllabus area of the Blackboard instructional site.

**Online Course Policies**

All of the online courses taken by students are required to follow the policies posted online at <https://online.indianatech.edu/tech-policies/policies/>. Please review the posted policies carefully. If you are unable to abide by the policies listed, please contact the Warrior Information Network (WIN) at 888.832.4742 and request to withdraw from this course.

**Textbook**

Boudreau, J. W. & Ramstad, P. M. (2007). *Beyond HR: The new science of human capital*. Cambridge, MA: Harvard Business School Press.

**Grading Events**

**Unless otherwise specified, all assignments must be submitted via Blackboard.**

<u>Grading Event</u>	<u>Point Value</u>
Course Preparation Quiz @ 20 points each	20 points
Five 2+ page article review papers @ 25 points each	125 points
Five 4+ page chapter review papers @ 75 points each	375 points
Four Discussion Board assignments @ 50 points each	200 points
12+ page Final Paper	<u>300 points</u>
<b>Total Points</b>	<b>1020 points</b>

**Grading Scale**

Percentage Achieved	Grade	Percentage Achieved	Grade
at least 94%	A	at least 80%	B-
at least 90%	A-	at least 77%	C+
at least 87%	B+	at least 70%	C
at least 84%	B	below 70%	F

**Late Assignments**

All assignments and required online activities are due according to the deadline listed in the course schedule. Granting deadline extension is the course instructor's autonomy.

## Incompletes

If you are unable to complete the requirements for this course due to extenuating circumstances, an Incomplete grade (I) may be granted if you meet the general guidelines stated below.

General Guidelines for submitting a course incomplete request:

- More than 50% of the course session has elapsed.
- The student has encountered an unexpected situation that is beyond his or her control.
- The student is
  - in good academic standing -- up-to-date on all of the course assignments and has at least an overall passing grade,
  - able to complete all of the remaining coursework within a session (5 weeks for a undergraduate course and 6 weeks for a graduate course) that immediately follows the session the student is currently enrolled, and
  - able to provide support documentations to substantiate the need for extra time should a session is not enough to complete the course requirements.

If an Incomplete is granted, the instructor will set a deadline for all work to be completed. **The deadline cannot go past one (1) session.** All incomplete grades are subject to approval by the designated university authority.

## Course Related Communication

Online courses are conducted in an accelerated format. Timely communication is very important. When receiving emails from your classmates or instructor, please respond as soon as you can.

Students are **REQUIRED** to use their Indiana Tech email account for all course related communication. The most direct, and effective, way to email your course instructor, and classmates, is by using the Send Email function from the Blackboard course site. When you use the Send Email function, you automatically receive a carbon copy of the email you sent. In the event when you need to substantiate your claim that you did email your classmates or instructor, you can show that carbon copy to the person(s) who requested it.

Please note that Blackboard only permits you to send email, it does not provide you with the check email function. All of the emails your classmates and instructor sent to you will be delivered to your Indiana Tech email account. You are strongly encouraged to check your Indiana Tech email account regularly, preferably several times a week, to minimize the likelihood of miscommunication.

The University policy requires each online course instructor to respond to a student's email within 24 hours. Unless there is an extraneous situation that prevents the instructor from following this rule, you can expect to hear from the instructor within 24 hours. If you don't receive a reply within 24 hours, please do not hesitate to follow up with another email or forward the carbon copy of the email you sent to [OnlineSupport@IndianaTech.edu](mailto:OnlineSupport@IndianaTech.edu) with a note "Please help. It's been 24 hours and I have not heard from my instructor" and the University support staff will act on your behalf to contact your course instructor.