

North Carolina Wesleyan College - School of Business
BUS 416 Human Resources Management
ONLINE
Syllabus and Schedule

Professor	Daniel Rhem
Phone	252-493-7372
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Office	Zoom Meeting
Class meets Day/Time	Online
Class Meets Room	Online

Catalog Description This course introduces students to the development of human resource strategies and the management of human capital to create a competitive advantage and ensure the success of the organization. 3 semester hours

Prerequisites BUS 206 Grade of C-or higher

Attendance is *required* for this class. The ASPIRE attendance policy applies. NCWC catalog page 87.

Required Mello, J. A. (2019) *Strategic Human resource management*. (5th ed.) Cengage with MindTap

Business Administration Program Mission The Business Administration Bachelor of Science major program empowers students to be productive, responsible, fulfilled members of dynamic and diverse organizations by providing an experiential, practical, team-based learning approach, designed to develop intellectual skills and knowledge-based competencies. Learning outcomes: 1. Demonstrate knowledge of the principles, procedures and practices of functional areas of business administration. 2. Be proficient in the technical skills and information required to function effectively in a dynamic and complex business society. 3. Speak effectively. 4. Write effectively. 5. Think critically

Disability Support Services: Students with disabilities who believe that they may need accommodations in this class are encouraged to speak privately with the Instructor and contact Counseling and Disability Service at 252-985-5369 or 252-985-5131 as soon as possible to coordinate and implement accommodations in a timely fashion. Counseling and Disability Services is located in the Student Success Center, Pearsall Classroom Building 192.

<i>REQUIREMENT</i>	<i>PERCENTAGE</i>
Exams	50%
Home Work	40%
Forums	10%

<i>L</i>	<i>Range</i>
A	93-100
A-	90-92
B+	87-89
B	83-86
B-	80-82
C+	77-80
C	73-77

C-	70-72
D+	67-69
D	60-66
F	59

Grades will be posted on <https://my.ncwc.edu>

Course Learning Outcomes. Each student will:

1. Discuss the strategies of human resource management.
2. Discuss strategic human resource management and the importance.
3. Discuss the purpose of the strategic human resource process.
4. Discuss the steps in the strategic human resource process.

Means of Assessment

Demonstrate understanding of the selected management topics by defining terms, discussing important implications of the area, role-playing, hypothetical human resources scenarios, real live scenarios, and applying understanding of human resources principles via testing and comprehensive exam.

Prepare and present to the class findings from a research project (real live case scenario), demonstrate mastery of course content, and correct business behavior in dress, speech, grammar, and ability to interact with an audience by responding to questions.

Excellent presentations of the business research will:

- Hold attention of entire audience with the use of direct eye contact, seldom looking at notes
- Speak with fluctuation in volume and inflection to maintain audience interest and emphasize key points
- Demonstrate full knowledge by answering all class questions with explanations and elaboration
- Provides clear purpose and subject; pertinent examples, facts, and/or statistics; supports conclusions/ideas with evidence
- Demonstrate strong enthusiasm about topic during entire presentation
- Significantly increase audience understanding and knowledge of topic; convince an audience to recognize the validity and importance of the subject

References

Oral Presentation Rubric Retrieved from

http://www.readwritethink.org/files/resources/printouts/30700_rubric.pdf

Mondy, R. W. (2012) *Human resource management*. (14th ed.) Upper Saddle River, NJ: Pearson Education.

Session / Calendar Date	Chapter Title	Assignments
1	CHAPTER 1— An Investment Perspective of Human Resource Management	
2	CHAPTER 2— Social Responsibility and Human Resource Management	
	CHAPTER 3— Strategic Management	
3	CHAPTER 4— The Evolving/Strategic Role of Human Resource Management	
	CHAPTER 5— Strategic Workforce Planning	
4	CHAPTER 6— Design and Redesign of Work Systems	
	CHAPTER 7— Employment Law	
5	CHAPTER 8— Staffing	
	CHAPTER 9— Training and Development	
6	CHAPTER 10— Performance Management and Feedback	
	CHAPTER 11— Compensation	
7	CHAPTER 12— Labor Relations	