

OKLAHOMA CHRISTIAN UNIVERSITY
SCHOOL OF BUSINESS ADMINISTRATION Course
Syllabus
HRMT 5663-92: Human Resource Management
Summer 2021 Term 1

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*Within a framework of excellence in **contemporary business education**,
the School of Business Administration will build **a community of lifelong
relationships** upon a foundation of **enduring Christian values**.*

Required Text:

Human Resource Management 16th Edition

Course Description:

The purpose of this course is to gain a broad understanding of the Human Resource discipline and how it is applied in practicum. This will be accomplished by examining modern approaches to a broad array of topics within the Human Resource field. This is designed to give company managers and executives at all levels a good understanding of the HR function within an organization in order to effectively achieve corporate goals.

Contribution of Course to Overall Business Perspective: This course is designed to provide an integrated theory and practice base aimed at achieving overall corporate goals and objectives.

COURSE STRUCTURE

Weekly class meetings will consist of lecture over assigned reading materials, current events, exams, case studies and group discussion.

Prerequisites: Graduate standing.

COURSE OBJECTIVES

On completion of the course the student will:

- Have the ability to understand many different areas of the Human Resource function in an organization.
- Understanding the different perspectives that HR professionals have to balance in making recommending solutions (taking into consideration both employee and company goals).

- Gain a basic understanding of the legal and compliance issues within the HR realm.
- Understand and integrate diversity and global aspects into the profession.

COURSE REQUIREMENTS

1. Attendance – One absence from this accelerated class is equal to three absences in a regular eighteen-week semester class. Please let your professor or MBA director know as soon as possible if you will miss a class.
2. Participation – Students are expected to come to each class having read the assigned materials and prepared to discuss how the topics apply to their professional lives. We all have different experiences to discuss and will learn a great deal from each other.
3. Human Resource Management project – Students will work individually to develop report intended to highlight one specific area of the Human Resource profession. Details will be given in Week 1 and project is due in Week 7.
4. Article review and analysis – Students will be asked to deliver a ½ to 1 page summary and analysis of articles assigned weekly by instructor. These articles are designed not only to highlight one area of the HR profession to introduce students to, but also to require critical thinking (and analysis) on the topics and ideas given in the articles.
5. Exams – There will be two exams as scheduled. Exams may consist of essay questions, multiple choice and true/false. Exams will be completed individually during class times.

GRADING

Exams (100 points each)	200 points
Human Resource Project	200 points
Article Assignments	50 points
Participation	<u>50 points</u>
TOTAL	500 Points

Course grades will be determined as follows:

90 – 100 % = A

80 – 89% = B

70 – 79% = C

69% and Below = F

INCLIMENT WEATHER

Due to the fact that many students and instructors live on or nearby campus and the nature of the accelerated MBA program, it will be extremely rare that classes will be canceled due to weather, however, should this event occur on the night of the final exam, final grades will be taken as they exist at that point in time.

LATE WORK

Due to the accelerated nature of this class, late work will not be accepted without prior approval from the instructor.

STUDENTS WITH DISABILITIES

If you have a diagnosed disability and need special accommodations, please contact Ms. Amy Janzen (ext. 5907) before or immediately after your first scheduled class meeting. After your disability has been verified, your instructor will work with you, Ms. Janzen and the Office of the Vice President of Academic Affairs to provide reasonable accommodations to ensure that you have a fair opportunity to perform in the course.

ACADEMIC INTEGRITY

Cheating, dishonesty and unethical behavior will not be tolerated and will be handled in accordance with University policy.