

CJ 632
Human Resource Development in the Organizational Context
Summer, 2008

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Classroom – CJC A-213

Class Hours – Sunday's 8:00am – 5:00pm

Office – CJC C-212

Course Description: Critical issues and strategic questions regarding managing human resources in criminal justice agencies. Policy areas discussed are: (1) employee influence; (2) human resource flow; (3) reward systems; and (4) work systems. Human resource management as a coherent, proactive management model.

Course Objectives:

1. To facilitate student understanding of the variables involved in the provision of human resource services in criminal justice organizations;
2. To facilitate student understanding of the roles, tasks, functions and necessary interfaces involved in the provision of human resource services in criminal justice organizations;
3. To facilitate student understanding of the role of the law in the provision of human resource services in criminal justice organizations;
4. To facilitate student understanding of the impact of human resource service provision on the immediate and future well being of criminal justice employees;
5. To facilitate student understanding of the impact of human resource service provision on the ability of criminal justice organizations to successfully pursue their objectives; and
6. To provide students the opportunity to build and present strategies for human resource program development and implementation.

Grading Policy: There will be four criteria for student evaluation:

1. Mid Term Exam – 30% of grade
2. Final Exam – 30% of grade
3. Mini Papers – Over the course of the semester students will be assigned various topics on which to prepare a mini-paper (usually no more that 500 – 750 words.) Each of these will be graded on a scale of 0-10. 30% of grade
4. Class Participation – It is the instructor's belief that the nature of this course requires active participation on the part of all students. 10% of grade

Attendance: In accordance with University policy regular attendance is expected. Excessive absences will be sanctioned. Absence of 8 hours or less will not be sanctioned. Absence of more than 8 and less than 16 hours will result in the loss of one earned letter grade. Absence of more than 16 hours will result in the assignment of the grade of "F" for the course.

