

MANAGEMENT 374 – HUMAN RESOURCES MANAGEMENT

Dr. Joseph Kavanaugh
Smith - Hutson, 236F
936-294-1236
kavanaugh@shsu.edu
joekavanaugh1@att.net

Office Hours: M - F, 10:00 – 11:30, 1:00 - 3:30 pm

Required Text: Noe, Hollenbeck, Gerhart & Wright, *Fundamentals of Human Resource Management*, 2nd edition, McGraw-Hill Irwin.

Course

Description: The role of human resources management as a strategic business asset is developed through study of HR policies and administration, job classification and analysis, wage plans and employment procedure, employment interviewing and testing, employee training and evaluation, labor turnover, and the legal environment affecting human resources.

Prerequisite: Mgt 380.

Course

Objective: The objective of the course is to give you the opportunity to learn principles and technical tools of the human resource management process. The real world application of this knowledge will be reinforced by the use of case examples in which you will be required to identify and solve problems in employment, training, labor relations, EEO, employee services, etc.

Attendance

Policy: Students are expected to be in class every day and are responsible for obtaining from others in the class information regarding what has been missed. While three hours of absence are permitted under SHSU policy, bonus points are included in the syllabus to reward those who choose not to exploit this policy opportunity.

Exams: There will be four section exams. There will be no make-up exams. If you know that you must miss an exam, please make arrangements with the professor to take the examination in advance. For other missed exams, you will take a comprehensive final rather than a fourth section exam.

Grading: Exams will be graded on a 100 point scale. Each exam will comprise one-fourth of your grade.

A = 360 - 400

B = 320 - 359

C = 280 - 319

D = 260 - 279

F = <260

Bonus:

An attendance bonus of 10 pts is provided. You will expend these points at the rate of 1st. absence = 4 pts; 2nd and 3rd absences = 3 pts each.

Assignments:

<i>July</i>	8	<i>Syllabus review, Ch. 1</i>	
	9	<i>Ch 2</i>	
	10	<i>Ch 3</i>	<i>“Nissan”</i>
	11	<i>Ch 4</i>	<i>“Laptop”</i>
	14	<i>Exam 1</i>	<i>Chapters 1 - 4</i>
	15	<i>Chap 5</i>	<i>“Good Help ...”</i>
	16	<i>Ch 6</i>	<i>Walmart</i>
	17	<i>Ch 7</i>	<i>Nokia</i>
	18	<i>Ch 8</i>	<i>“Forced Rankings ...”</i>
	21	<i>Exam 2</i>	<i>Chapters 5 – 8</i>
	22	<i>Ch 9</i>	<i>“Booz, Allen, Hamilton ...”</i>
	23	<i>Ch 10</i>	<i>Costco</i>
	24	<i>Ch 11</i>	<i>American Airlines</i>
	28	<i>Ch 12</i>	<i>Microsoft</i>
29	<i>Ch 13</i>	<i>General Motors</i>	
30	<i>Ch 14</i>	<i>Briggs Stratton</i>	
31	<i>Exam 3</i>	<i>Chapters 9 - 12</i>	
<i>August</i>	4	<i>Ch 15</i>	<i>“Employees Under Fire ...”</i>
	5	<i>Ch 16</i>	<i>“Value of Training ...”</i>
	6	<i>Exam Review</i>	
	7	<i>Exam 4</i>	<i>Chapters 13 – 16</i>