

MGT592: Human Resource Management
Course Syllabus
Summer 2013

Instructor: James Harbin, Ph.D.
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Office Hours: Mon: 10:30-12, 2-3
Tue: 3-5
Wed: 11-12
Other times by appointment

Prerequisites: None

Textbook: *Human Resource Management*, by H. John Bernardin & Joyce E. A. Russell, 6th Edition, 2013, McGraw-Hill, ISBN#: 978-0-07-802916-5

Course Description:

The principles, policies, and practices currently related to the organization and administration of a human resource management department, from employment and promotion to retirement.

Learning Outcomes:

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

1. Understand the partnership of human resource managers and line managers and the differences in their roles.
2. Know the human resource requirements of an organization and be able to identify the various sources and means of filling these requirements.
3. Have an understanding of employee rights and discipline.
4. Be able to describe the career development process as it relates to an individual and to the organization.
5. Be able to identify the various theories of motivation, leadership and high performance systems and explain the uses to which management can put these theories.
6. Understand the function of labor unions and the reasons workers may have for joining them.
7. Be able to identify the common objectives of a compensation system.
8. Be able to develop a personnel appraisal program to evaluate the effectiveness of an organization's human resources.

Grading:

Exam #1 (Chapters 1, 3-6)	100 Points	(40%)
Exam #2 (Chapter's 7-8, 10-12, 14)	100 Points	(40%)
Class Participation	40 Points	(20%)

240 Total Points

Grading Scale: A = 216-240 Points	90-100%
B = 192-215 " "	80-89%
C = 168-191 " "	70-79%

College of Business Program Goals:

At the completion of your degree TAMU-T graduate students should be proficient in several areas. You can access these goals at www.tamut.edu/cob.

Disability Accommodation:

Students with disabilities may request reasonable accommodations through the A&M-Texarkana Disability Services by calling 903-223-3062.

A&M-Texarkana Email Account:

Upon application to Texas A&M University-Texarkana an individual will be assigned an A&M-Texarkana email account. This email account will be used to deliver official university correspondence. Each individual is responsible for information sent and received via that account and is expected to check if on a frequent and consistent basis. Faculty and students are required to utilize this account when communicating about coursework.

Academic Integrity:

Academic honest is expected of students enrolled in this course. Cheating on examinations, unauthorized collaboration, falsification of research data, plagiarism, and undocumented use of materials from any source constitute academic dishonest and may be grounds for a grade of "F" in the course and/or disciplinary actions. For additional information, see the university catalog.

Drop Policy:

To drop this course after the 12th class day, a student must complete the Drop/Withdrawal Request Form, located on the University website <http://tamut.edu/Registrar/droppingwithdrawing-from-classes.html> or obtained in the Registrar's Office. The student must submit the signed and completed form to the instructor of each course indicated on the form to be dropped for his/her signature. The signature is not an "approval" to drop, but rather confirmation that the student has discussed the drop/withdrawal with the faculty member. The form must be submitted to the Registrar's Office for processing in person, email Registrar@tamut.edu, mail (7100 University Drive, Texarkana,

Texas 75505) or fax (903-223-3140). Drop/withdraw forms missing any of the required information will not be accepted by the Registrar's Office for processing. It is the student's responsibility to ensure that the form is completed properly before submission. If a student stops participating in class (attending and submitting assignments) but does not complete and submit the drop/withdraw form, a final grade based on work completed as outlined in the syllabus will be assigned.