



FLORIDA
ATLANTIC
UNIVERSITY

COURSE CHANGE REQUEST Undergraduate Programs

Department Management Programs
College Business Administration

UUPC Approval 1/29/24
 UFS Approval _____
 SCNS Submittal _____
 Confirmed _____
 Banner Posted _____
 Catalog _____

Current Course Prefix and Number MAN 4301

Current Course Title
Human Resource Management

Syllabus must be attached for ANY changes to current course details. See Template. Please consult and list departments that may be affected by the changes; attach documentation.

Change title to:
Strategic Human Resource Management

Change prefix
From: _____ To: _____

Change course number
From: _____ To: _____

Change credits*
From: _____ To: _____

Change grading
From: _____ To: _____

Change WAC/Gordon Rule status**
Add Remove

Change General Education Requirements***
Add Remove

*See Definition of a Credit Hour.
 **WAC/Gordon Rule criteria must be indicated in syllabus and approval attached to this form. See WAC Guidelines.
 ***GE criteria must be indicated in syllabus and approval attached to this form. See Intellectual Foundations Guidelines.

Change description to:

Change prerequisites/minimum grades to:

Change corequisites to:

Change registration controls to:

Please list existing and new pre/corequisites, specify AND or O and include minimum passing grade (default is D-).

Effective Term/Year for Changes: Fall 2024

Terminate course? Effective Term/Year for Termination:

Faculty Contact/Email/Phone Gary Castrogiovanni / castrogi@fau.edu / 72523

Approved by

Department Chair _____ *Ethlyn Williams*

College Curriculum Chair _____ *Quinn Hayes*

College Dean _____ *[Signature]*

UUPC Chair _____ *Korey Sorge*

Undergraduate Studies Dean _____ *Dan Maaroff*

UFS President _____

Provost _____

Date

1/4/2024


1-4-2024

1/10/24

1/29/24

1/29/24

Email this form and syllabus to mjeuning@fau.edu seven business days before the UUPC meeting.



MAN 4301-100 xxxxx
**Strategic Human Resource
Management**

Distance Learning: Fully Online
3 credits
Fall 2024

Dr. Susan Dennett
Office: DeSantis 207
Office hours: by appointment
Email: sdennett@fau.edu



Course Description

Covers all aspects of modern personnel administration including selection, training, appraisal, compensation, incentives, and discipline. Will be taught from the viewpoint of management generalists as well as those planning a career in personnel.

Instructional Method

The course is delivered through distance learning.

Prerequisites/Corequisites

Prerequisite: MAN 3025

Course Objectives/Student Learning Outcomes

After completing this course students will:

1. Demonstrate how an organization's strategy affects its recruitment and human resources efforts and describe the factors incorporated in a HR management strategy.
2. Explore the elements that build training and development and what needs to be considered when designing training.
3. Outline the performance appraisal/evaluation process
4. Create a compensation program while differentiating different incentive and benefits programs.
5. Describe employee rights and the disciplinary procedure.
6. Differentiate between US and international human resources programs.

In this course, we cover the fundamentals of human resource management (HRM). Anyone who intends to engage in business in the private or public sector can benefit from knowing how to manage the most important resource in organizations - that is of course, the employees. We learn about the various environments affecting HRM, HRM methods, the functional areas within HRM. These topics cover the most critical issues in the field. Of specific interest are the legal,

ethical, and global contexts of HR, the tools and techniques for job analysis, and the key aspects of functional areas within HR (staffing, HR development, compensation and benefits, and safety and health, and employee and labor relations). There is an emphasis on evaluating the contributions of HR to any enterprise.

Required Texts/Readings

Required Texts/Materials

Snell/Morris's Managing Human Resources, 18th. ISBN 9781337389624 publish date 1/1/2019 18th Edition

Cengage Accessibility Policy: <https://www.cengage.com/accessibility/>

Cengage Privacy Policy: <https://www.cengage.com/privacy/>

Grading and Assignments

Case Study Group Discussions	39 points
Critical Thinking Paper 1: Performance Diagnosis	10 points
Critical Thinking Paper 2: International HRM	10 points
Group/Team Charter	3 points
Quiz	18 points
Final Written Exam	20 points
Total	100 points

Course Grading Scale

A	93-100
A-	90-92.9
B+	87-89.9
B	83-86.9
B-	80-82.9
C+	77-79.9
C	73-76.9
C-	70-72.9
D+	67-69.9
D	63-66.9
D-	60-62.9
F	59 and below

LATE ASSIGNMENTS POLICY

No late discussion board entries, including presentations will be accepted for grading. For other assignments, there will be a 1- point reduction for each day or part of the day the assignment is late.

MAKE-UP POLICY FOR TESTS

Only applicable with a university-approved reason has the opportunity to make up missed tests.

INCOMPLETE GRADE POLICY

The University policy states that a student who is passing a course but has not completed all work due to exceptional circumstances, may, with consent of the instructor, temporarily receive a grade of incomplete (“I”). The assignment of the “I” grade is at the discretion of the instructor but is allowed only if the student is passing the course.

Classroom Etiquette Policy

The course is fully online. There may be opportunities for class gatherings on Zoom. These will be optional.

Attendance Policy

Students are expected to attend all of their scheduled University classes and to satisfy all academic objectives as outlined by the instructor. The effect of absences upon grades is determined by the instructor, and the University reserves the right to deal at any time with individual cases of non-attendance. Students are responsible for arranging to make up work missed because of legitimate class absence, such as illness, family emergencies, military obligation, court-imposed legal obligations or participation in University-approved activities. Examples of University-approved reasons for absences include participating on an athletic or scholastic team, musical and theatrical performances and debate activities. It is the student’s responsibility to give the instructor notice prior to any anticipated absences and within a reasonable amount of time after an unanticipated absence, ordinarily by the next scheduled class meeting. Instructors must allow each student who is absent for a University-approved reason the opportunity to make up work missed without any reduction in the student’s final course grade as a direct result of such absence.

Counseling and Psychological Services (CAPS) Center

Life as a university student can be challenging physically, mentally and emotionally. Students who find stress negatively affecting their ability to achieve academic or personal goals may wish to consider utilizing FAU’s Counseling and Psychological Services (CAPS) Center. CAPS provide FAU students a range of services – individual counseling, support meetings, and psychiatric services, to name a few – offered to help improve and maintain emotional well-being. For more information, go to <http://www.fau.edu/counseling/>

Disability Policy

In compliance with the Americans with Disabilities Act Amendments Act (ADAAA), students who require reasonable accommodations due to a disability to properly execute coursework must register with Student Accessibility Services (SAS) and follow all SAS procedures. SAS has offices across three of FAU’s campuses – Boca Raton, Davie and Jupiter – however disability services are available for students on all campuses. For more information, please visit the SAS website at www.fau.edu/sas/.

Code of Academic Integrity

Students at Florida Atlantic University are expected to maintain the highest ethical standards. Academic dishonesty is considered a serious breach of these ethical standards, because it interferes with the university mission to provide a high quality education in which no student enjoys an unfair advantage over any other. Academic dishonesty is also destructive of the university community, which is grounded in a system of mutual trust and places high value on personal integrity and individual responsibility. Harsh penalties are associated with academic dishonesty. For more information, see [University Regulation 4.001](#).

Course Topical Outline

Date	Topic	Activities
Module 1	The Rewards and Challenges of Human Resources Management.	Read Chapter 1. Review all resources in Canvas. Due: Discussion board. Due: Group Team Charter
Module 2	Strategy and Human Resources Planning	Read Chapter 2: Review all resources in Canvas. Due: Group 1 and Group 2 Case Study Discussion board.
Module 3	Equal Employment Opportunity & Human Resources Management	Read Chapter 3. Review all resources in Canvas. Due: Group 3 and Group 4 Case Study Discussion board.
Module 4	Job Analysis and Job Design	Read Chapter 4. Review all resources in Canvas. Due: Group 5 and Group 6 Case Study Discussion board.
Module 5	Expanding the Talent Pool: Recruitment and Careers	Read Chapter 5. Review all resources in Canvas. Due: Group 7 and Group 8 Case Study Discussion board.
Module 6	Employee Selection	Read Chapter 6. Review all resources in Canvas. Due: Group 9 and Group 10 Case Study Discussion board. Due: Quiz
Module 7	Training and Development	Read Chapter 7. Review all resources in Canvas. Due: Group 1 and Group 2 Second Case Study Discussion board.
Module 8	Performance Management	Read Chapter 8. Review all resources in Canvas. Due: Critical Thinking Paper: Performance Diagnosis.

SPRING BREAK Mar.4-11	Enjoy your Spring Break	
Module 9	Managing Compensation	Read Chapter 9. Review all resources in Canvas. Due: Group 3 and Group 4 Second Case Study Discussion board.
Module 10	Pay for Performance Incentive Rewards and Employee Benefits	Read Chapter 10 and Chapter 11. Review all resources in Canvas. Due: Group 5 and Group 6 Second Case Study Discussion board.
Module 11	Employee Rights and Discipline	Read Chapter 13. Review all resources in Canvas. Due: Group 7 Second Case Study Discussion board.
Module 12	Labor Relations	Read Chapter 14. Review all resources in Canvas. Due: Group 8 Second Case Study Discussion board.
Module 13	International Human Resources	Read Chapter 15. Review all resources in Canvas. Due: Group 9 Second Case Study Discussion board. Due: Critical Thinking Paper 2: International HRM
Module 14	High Performance Work Systems	Read Chapter 16. Review all resources in Canvas. Due: Group 10 Second Case Study Discussion board. SPOT Evaluations
Module 15	Final Exam	

Note: Refer to Canvas for due dates for assignments.
The syllabus may be modified at the discretion of the professor.