
HUMAN RESOURCES MANAGEMENT in Spring 2019 (BA3030)

Course Code	BA3030	Professor(s)	Rene Ryman
Prerequisites	None	Office Number	G-3A03
Class Schedule	TF: 12:10-13:30 in PL-1	Office Hours	Walk in or by email appointment only
Credits	4	Email	rryman@aup.edu
Semester	Spring 2019	Office Tel. Ext.	833

Course Description

This course offers a systematic analysis of human resource concepts and practices designed to enhance organizational objectives and goals. Furthermore, this course studies various aspects of the employment relationship such as job design, staffing, employee training and development, diversity management, performance evaluation, compensation and salary administration, employee and labor relations and collective bargaining.

Course Learning Outcomes

Demonstrate critical thinking and the application of core competencies in business decision making.

Understand the global environment

Communicate well

Work collaboratively.

Understand how firms effectively operate within an international environment

Develop solutions to complex management problems.

General Education

Course Outline

Topic Schedule

Week 1 - Chapter 1 (introductions, course overview, forming of teams)

Week 2 - (Jan 27 – Feb 3)– Chapter 2

Tuesday: Lecture.

Friday: Article presentations & union/management negotiations project.

Quiz: Due online Monday Feb 4 – noon.

Week 3 – (Feb 4 – Feb 10) Chapter 3

Tuesday: Lecture.

Friday: Article presentations & union/management negotiations project.

Quiz: Due online Monday Feb 11 – noon.

Week 4 – (Feb 11 – Feb 17) Chapter 4

Tuesday: Lecture.

Friday: Article presentations & union/management negotiations project.

Quiz: Due online Monday Feb 18 – noon.

Week 5 – (Feb 18 – Feb 24) Chapter 5

Tuesday: Lecture.

Friday: Article presentations & union/management negotiations project.

Quiz: Due online Monday Feb 25 – noon.

Week 6 – (Feb 25 – March 3) Chapter 6

Tuesday: Lecture.

Friday: Article presentations & union/management negotiations project.

Quiz: Due online Monday March 18 – noon.

SPRING BREAK – MARCH 4 THROUGH MARCH 1

Week 7 – (March 18 – March 24) Chapter 7

Tuesday: MID TERM EXAM MARCH 19TH – IN CLASS. ALL CHAPTERS THROUGH WEEK 6.

Friday: Lecture

Quiz: Due online Monday Feb 25 – noon.

Week 8 – (March 25 – March 31) Chapter 8

Tuesday: Lecture.

Friday: Article presentations & union/management negotiations project.

Quiz: Due online Monday April 1 – noon.

Week 9 – (April 1 - April 7) Chapters 9 - 10

Tuesday: Lecture.

Friday: Article presentations & union/management negotiations project.

Quiz: Due online Monday April 8 – noon.

Week 10 – (April 8 – April 14) Chapters 11 - 12

Tuesday: Lecture.

Friday: Article presentations & union/management negotiations project.

Quiz: Due online Monday April 15 – noon.

Week 11 – (April 15 – April 21) Chapter 13 - 14

Tuesday: Lecture.

Friday: Article presentations & union/management negotiations project.

Quiz: Due online Monday April 22 – noon.

Week 12 – (April 22 – April 28) Chapters - 15 - 16

Tuesday: Lecture.

Friday: Article presentations & union/management negotiations project.

Quiz: Due online Monday April 29– noon.

Week 13 - (April 29 – May 5)

Tuesday: Team prep day

Friday: Team presentations

Week 14 – (May 6 – May 8) Team Presentations

Tuesday: Team Presentations

Textbooks

Title	Author	Publisher	ISBN	Required
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Attendance Policy

Students studying at The American University of Paris are expected to attend ALL scheduled classes, and in case of absence, should contact their professors to explain the situation. It is the student's responsibility to be aware of any specific attendance policy that a faculty member might have set in the course syllabus. The French Department, for example, has its own attendance policy, and students are responsible for compliance. Academic Affairs will excuse an absence for students' participation in study trips related to their courses.

Attendance at all exams is mandatory.

IN ALL CASES OF MISSED COURSE MEETINGS, THE RESPONSIBILITY FOR COMMUNICATION WITH THE PROFESSOR, AND FOR ARRANGING TO MAKE UP MISSED WORK, RESTS SOLELY WITH THE STUDENT.

Whether an absence is excused or not is ALWAYS up to the discretion of the professor or the department. Unexcused absences can result in a low or failing participation grade. In the case of excessive absences, it is up to the professor or the department to decide if the student will receive an "F" for the course. An instructor may recommend that a student withdraw, if absences have made it impossible to continue in the course at a satisfactory level.

Students must be mindful of this policy when making their travel arrangements, and especially during the Drop/Add and Exam Periods.

Grading Policy

GRADING: **Weekly Assignment**– submitted on **Blackboard only** due the following Monday by noon after the week ends. (Week 2 through Week 12) 20 points per week x 11 weeks = 220 points for term. Late submission of assignments will not be accepted. No partial points are awarded. I do not accept emailed work. (220 points)

Weekly Quiz (online) due the following Monday after week ends by noon (Week 2 through Week 12) 20 points per week x 11 weeks = 220 points for term. 22% of grade.

Make up quizzes will not available under any circumstances. You will have 30 minutes to complete the quiz online and do not wait until the last minute as if there are any tech issues you will want to allow for time to resolve them if necessary. I do not accept emailed work. (220 points)

Union/Management Debate/Negotiations. Half of the class will be management/half will be union and each week we will debate one issue between the two groups to solve a dispute. Teams will switch sides after the mid-term week. points per project. (12.5 points per week for 10 weeks = 125 points.)

Final Project: Team Presentation & paper due Week 14. Students must present their final projects during Week 14 as scheduled. (125 points)

Individual Article Review & paper submission. Presented to class once in the term relating the current discussion. 1 presentations per student @ 50 points. Students will be assigned alphabetically. A summary of at least 500 words must be turned in the same day as the presentation in blackboard. (50 points)

Team Peer Review Evaluations due Week 14. (60 points).

Mid Term In- Class Exam. All chapters through Week 6. (100 points)

Final Exam: Essay exam. (100 points)

Final Exam: May 17, 2019 – NOON

Specifications for Team Project:

The team project for this semester will consist of teams of 3 – 4 students who shall research and select a publically known company that has endured challenges on one or more of the issues covered this term whereby the organization's short and/or long term sustainability was threatened due to a lack of cohesive HR policies. Students will analyze the issues and dynamics of the company noting its history, cultural of origin, stakeholders, geographical presence, consumers demographic, competitors and leadership and the potential involvement of those identified as the source of the problems identified. After presenting the issues of the organization, students shall also present their plan for the organization to operate an efficient and long-term sustainable plan for the HR department to follow. The paper shall be 8 – 10 pages in MLA, not counting the cover sheet, reference page or any other attachments.

Deliverable #1 – Selection of company by each team will be posted on Blackboard by February

9, 2018. First come first service on selected companies. Teams will provide an overview of their project to the class.

Deliverable #2 – Week 14 - 10 -12 minute presentation by the teams (everyone on the team participates for equal time) covering the assignment requirements.

Individual Presentations & Paper: Each student will present one time in the term (10 minutes) an article discussing the content being covered in the current week of their presentation. This article shall provide a link as to how the article content links to the current material.

Rules of the class:

1. If you miss class – you must get any missed video, or course material information from a fellow student – the professor will not provide any such material as students are expected to come to class.
2. If you are more than five minutes late for class you will not be allowed to take any scheduled quizzes or tests or participate in any group presentations. NO exceptions. Once attendance is finished – no additional changes will be made to that list.
3. It is up to the students to follow the directions for each and every assignment and project precisely.
4. Notes, books and electronic devices are not allowed when taking quizzes.
5. If you miss four classes your final grade will drop by 10%.

Grading Scale

A	95.0 – 100
A-	90.0 – 94.9
B+	86.7 – 89.9
B	83.3 – 86.6
B-	80.0 – 83.2
C+	75.0 – 79.9
C	70.0 – 74.9
D	60.0 – 69.9

Other

ENGLISH LANGUAGE PROFICIENCY STATEMENT

As an Anglophone university, The American University of Paris is strongly committed to effective English at the undergraduate level. Most courses require scholarly research and formal written and oral presentation. AUP students are expected to strive to achieve excellence in these domains as part of their course work. Professors include English proficiency among the criteria in student evaluation, often referring students to the Language Lab where they may obtain help on specific academic assignments. Proficiency in English is monitored throughout the student's academic career, most notably during the admissions and advising processes, completing general education requirements, and during the accomplishment of degree program courses.