

MBA 603
Human Resource Management
[Semester/Year]
[Class location]
[Class Meeting time(s)]

Instructor: [Name] [Office, e-mail, phone]

Office Hours: [scheduled + by appointment? Virtual Office Hours?]

I. Rationale/Purpose

The Master of Business Administration (MBA) is an integrative, interdisciplinary degree designed to create independent, lifelong learners who are *Business-Ready* to assume leadership positions.

The AACSB accredits Colleges of Business, including Western Carolina University. This course addresses one of three AACSB standards associated with Master of Business Administration Programs. MBA graduates:

- Will have the ability to apply knowledge in new and unfamiliar circumstances through conceptual understanding of human resource management.

The MBA program has developed an Assurance of Learning Program that facilitates ongoing quality enhancement. This course shares responsibility for the achievement of four programmatic goals. MBA graduates will:

1. Understand the role strategy plays in an organization and be able to apply organizational strategy to human resource decisions in specific situations.
2. Have a solid foundation of knowledge of human resource management terms and concepts.
3. Be able to develop human resource strategies that are consistent with corporate strategies in specific situations.
4. Be able to analyze the contributions from human resources necessary to assembling an overall image of the potential for a business concept.

II. Course Aims and Objectives:

- Aims: This course will deal with the human resource implications of managing business organizations. Specific focus will be on optimizing the value of human capital.
- Specific Learning Objectives:

By the end of the course, students will:

1. Understand the costs associated with human resources issues such as turnover, absenteeism, and training, and balance risk and return implications of decisions in specific situations.
2. Be able to develop a human resources manual containing hiring, training, performance management, compensation and award systems, and organizational exit.
3. Understand important elements of human resources law and be able to develop policies and procedures to address specific situations.
4. Understand global HR issues associated with compensations, training, and other HR issues, and balance risk and return implications of decisions in specific situations.

III. Course Materials

Sample Textbooks:

Fundamentals of Human Resource Management

Raymond Andrew Noe, OHIO STATE UNIV-COLUMBUS

John R. Hollenbeck, MICHIGAN STATE U-EAST LANSING

Barry Gerhart, UNIV OF WISC MADISON

Patrick M. Wright, Cornell University---IthacaSoftcover, 560 pages©2009, ISBN-13 9780073381473

Human Resource ManagementRaymond Andrew Noe, OHIO STATE UNIV-COLUMBUS

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IV. Faculty Expectations of Students/Course Policies

- Statement on Accommodations for students with disabilities:

Western Carolina University is committed to providing equal educational opportunities for students with documented disabilities. Students who require disability services or reasonable accommodations must identify themselves as having a disability and provide current diagnostic documentation to Disability Services. All information is confidential. Please contact Disability Services for more information at (828) 227-2716 or 144 Killian Annex.

- Statement on Academic Integrity (including plagiarism):

Academic Honesty Policy

Western Carolina University, as a community of scholarship, is also a community of honor. Faculty, staff, administrators, and students work together to achieve the highest standards of honesty and integrity. Academic dishonesty is a serious offense at Western Carolina University because it threatens the quality of scholarship and defrauds those who depend on knowledge and integrity. Academic dishonesty includes:

a. **Cheating**—Intentionally using or attempting to use unauthorized materials, information, or study aids in any academic exercise.

b. **Fabrication**—Intentional falsification of information or citation in an academic exercise.

c. **Plagiarism**—Intentionally or knowingly representing the words or ideas of someone else as one's own in an academic exercise.

d. **Facilitation of Academic Dishonesty**—Intentionally or knowingly helping or attempting to help someone else to commit an act of academic dishonesty, such as knowingly allowing another to copy information during an examination or other academic exercise.

Instructors have the right to determine the appropriate sanction or sanctions for academic dishonesty within their courses up to and including a final grade of "F" in the course. Within 5 calendar days of the event the instructor will inform his/her department head, and the Associate Dean of the Graduate School when the student is a graduate student, in writing of the academic dishonesty charge and sanction.

Please refer to the graduate catalog for specific procedures.

- Attendance Policy

Students are expected to attend all classes. Group meetings and meetings with outside organizations may also be necessary.

V. Grading Procedures:

	<i>Percentage of Grade Or number of points</i>	<i>Student's score</i>
Mid-Term Examination	[20%]	
Applied Project	[20%]	
Group Activities	[20%]	
Participation/Daily Quizzes	[20%]	
Final Examination	[20%]	
	100%	

Letter grades will be assigned according to the following:

Grading System

The grades which may be assigned to graduate credit courses are as follows:

Grade	Interpretation	Quality Points Per Hour	Grade	Interpretation	Quality Points Per Hour
A	Superior	4	W	Withdrawal	-
B	Good	3	AU	Audit	-
C	Passing	2	IP	Grade Pending	-
F	Failure	0	S	Satisfactory	0
I	Incomplete	-	U	Unsatisfactory	0

VIII. Tentative Course Schedule