

North Park University
School of Business and Nonprofit Management
SBNM 5030– Principles of Human Resource Management
Fall 2009 Quad A

Course Objective:

Course Objective: This course exams current theory and practice of human resource management in the context of ethical strategic management. The human resource perspective will be one of a fully functioning, strategic partner in developing and implementing the mission and vision of the organization as well as developing human resource strategies that support the bottom line. As part of a practitioner world model, specific tools for H.R. compliance, recruitment, selection, performance appraisal, discipline and compensation/benefit will be provided in a hands-on case study. The class will also identify, analyze and present solutions for several current human resource-related issues.

Professor:

Noelle Baker

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Professor Baker is best and most easily reached by e-mail.

Text & Supplements:

Dessler, Gary. Fundamentals of Human Resource Management (2009). ISBN #-13: 978-0-13-605050-6).

Maidment, Fred. Annual Editions: Human Resources 2009/2010. McGraw Hill/Dushkin. (ISBN-13: 978-0-07-352853-3). 18th Edition

ASSIGNMENTS

All assignments and supplemental materials are posted in blackboard. The instructor reserves the right to alter this syllabus at his or her discretion. Assignments may change and the week that an assignment is due may also be altered. The required text book and accompanying case studies will not be altered. Assignments turned in late will receive a 15% reduction in points; late assignments accepted within 7 days of their due date only.

GRADES

The instructor grades on a curve. Typically 60-70% of the graduate students enrolled in this course receive an A or A-; the remainder of the students a B+ or B. A grade of B- or lower is only assigned to a student who did not satisfactorily complete the assignments below or whose attendance is not congruent with those of the School of Business and Nonprofit Management.

Individual Grades:

Individual Class Participation:	15%
Regular postings; interaction, insight, analysis	

Individual Assignments Relating to Case Study	10% (total)
• Statement of Vision/Mission	2.5%
• Definition of corporate strategy	2.5%
• Definition and explanation of 3 terms	2.5%
• Individual participation in mock interview	2.5%

Final Paper	30% (total)
Due Week 6	

- Adequate research/issue identification 6%
- Explanation of current HR relation issue 6%
- Development of viable HR strategy 6%
- Steps for strategy roll-out/Evaluation 6%
- Paper is succinct, concise, logical 6%

Team Participation:

Assignments Relating to Case Study	25% (total)
• Defining essential elements of job	5%
• Development of selection process	5%
• Your vote counts	5%
• Performance appraisal/review of employee	5%
• Defensible discipline of employee (class)	5%

Team Annual Editions Article Presentations	10% (total)
Each Team Presents Assigned Articles:	
• Week 4 (Team 1)	
• Week 5 (Team 2)	
• Week 6 (Team 3)	
• Week 7 (Team 4)	

Peer Review/Evaluations	10%
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HOMEWORK

Each week you will have a considerable amount of reading from the book and from class hand-outs/articles and case studies. Please do your homework and readings so that you are prepared for classroom participation. Keeping up with the reading will have additional benefits when it is time to complete your final paper.

INDIVIDUAL FINAL PAPER

Using your own organization, or one of your choosing, in a 7-9 page paper, identify the following:

- The Organizations' Vision and Mission
- An Existing Organizational H.R.-related issue

- Analyze the internal environment (SWOT)
- Analyze the external environment (SWOT)
- Identify HR Objectives and Strategies That Would Address the Issue (week one and two power point slides and lecture notes)
- Identify HR Policies and Procedures To Roll Out the Plan (see figure(s) 3.5, page 58 and 3.6, page 63 of the Dessler text)
- Summarize and Close

Academic Honesty:

In keeping with our Christian heritage and commitment, North Park University and the School of Business and Nonprofit Management are committed to the highest possible ethical and moral standards. Just as we will constantly strive to live up to these high standards, we expect our students to do the same. To that end, cheating of any sort will not be tolerated. Students who are discovered cheating are subject to discipline up to and including failure of a course and expulsion.

Our definition of cheating includes but is not limited to:

1. Plagiarism – the use of another’s work as one’s own without giving credit to the individual. This includes using materials from the internet.
2. Copying another’s answers on an examination.
3. Deliberately allowing another to copy one’s answers or work.
4. Signing an attendance roster for another who is not present.

In the special instance of group work, the instructor will make clear his/her expectations with respect to individual vs. collaborative work. A violation of these expectations may be considered cheating as well.

For further information on this subject you may refer to the Academic Dishonesty section of the University’s online catalog.

In conclusion, it is our mission to prepare each student for a life of significance and service. Honesty and ethical behavior are the foundation upon which such lives are built. We therefore expect the highest standards of each student in this regard.

Class Attendance Policy

The graduate courses in the SBNM are all 7 weeks in length. You must fully participate in the class each week. Permission to miss any course discussions or content is granted only for unusual extenuating circumstances (by the instructor). Student runs the risk of receiving a lower overall grade for the class if the class attendance policy is not adhered to or if any assignment is turned in late. Students who drop a course will be held responsible for tuition, based upon the current North Park University policy outlined in the University Catalog (found on the NPU website).

