

MGT 592—01W: Current Issues in Human Resources Management
Texas A&M University-Commerce
Fall 2021
Course Syllabus

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Please leave a clear message when leaving a voice mail.
Office Hours: Mon-Thurs 1-3pm are my official office hours; schedule as needed for meetings, but I am on campus a lot outside these times, and reachable via email at any *reasonable hour*.

COURSE OVERVIEW AND OBJECTIVES:

This course is designed to provide an analysis of current human resource management issues, emphasizing their impact on an organization's success. Upon completion of this course, you should be able to:

- Identify current issues facing human resource management.
- Develop strategies for dealing with these issues.
- Examine emerging issues in human resource management and assess their potential impact on organizations.
- Develop skills in solving human resource problems.
- Develop an understanding of the complex nature of human resource management problems.

Required Text:

There is no textbook required for this course (Yay!) *However*, there is a course pack from Harvard Business Review (HBR) that is required and that we will be using. The total cost of the course pack is **\$46.75**. It consists of ten (10) selected HBR articles and case studies that are part of our course requirements, and are not available through the HBR license held by the university. Additional course materials will be emailed, posted, or made available through the campus library online.

The course pack is available directly from the Harvard Business web site at <https://hbsp.harvard.edu/import/850157> . If you have not ordered case packs from this source before, in order to purchase one, you will need to register with HBR at: <https://hbsp.harvard.edu/registration/student/>. The web site asks for email, school, a password, etc., then emails your registration approval to you usually within a few minutes. Once you login, name of the pack for this class is:

“T. Brown HR MGT 592 - Fall 2021”

I will also send an email to the class with the direct link to the course pack.

COURSE FORMAT:

This is an online class where regular attendance (logins) are required. The material predominantly consist of live (also recorded) sessions, assigned readings and videos,

assigned case studies, and online discussions. Student participation in class is expected, encouraged, and graded. The course is covered in topic areas, rather than chapters. Each topic area will usually consist of some combination of a live session, articles and additional learning requirements, and/or a case study. All of them will include online discussions. At the beginning of each week, the assignments for reading, discussion, etc. will be announced, and available.

The “Discussions” option from the “Activities” dropdown menu on D2L is where these will take place. I will post topics, cases and/or questions to generate discussion among you. You are encouraged to respond to your classmates’ questions and comments. In grading these I am more interested in quality than quantity, but there is a quantity component. Students should respond to the questions directly and should expand the dialogue by responding to postings from other students. I read them all and in doing so, I first categorize them generally into:

1. (Poor) “Me too” and “I agree” responses, or hollow responses that miss the point or express an uninformed opinion; or responses that merely echo what another student has already expressed. Since our discussions generally relate to the assigned reading, **my least favorite are those responses where a student obviously hasn’t reviewed the material, and is trying to “wing it”**.
2. (Good) Responses that communicate an understanding of behavioral concepts management principles, or the unique aspects of a business practice that underlies the discussion question.
3. (Excellent) Responses that provide cogent analysis, evaluation or examples that characterize a point of view; Responses that demonstrate exceptional insight, cogent reflection, emblematic personal experiences or informed (expert) opinion. In other words, those who read the assigned material, and listened to the lecture.

The second part of discussion assessment involves the timing of your participation. I like to see students that check and write and check again throughout the week to respond to other students and to monitor reactions to their own posts. Expected participation is writing your own response and responding to at least two other student posts. **A student who logs onto the discussion once, posts all three times as required and logs out never to be heard of again is graded poorly. Those who do this all on the last day are my least favorite and are graded accordingly.**

The Cases are the biggest part of your grade and learning in this class. If you are not familiar with graduate business casework, you should review the documents I made available on that topic under /Content /Syllabus. These include a document that discussed the why and outline of management cases, and another that shows you the grading rubric. Each written case requires original research (bibliography required) into articles (5 to 9 for each) related to the case and referenced throughout the paper. In pages, each case is generally 6-9 pages, excluding title pages, bibliography, etc. These are to be uploaded when finished to D2L under the /Activites /Assignments tab. You should submit all of your work in a format that is compatible with Microsoft Office and post it in the appropriate “Assignment Submission Folder” (under “Activities” and then “Assignments”) when it is due. Additional guidance for cases and other writing will be provided later, in our course introduction video.

Live sessions will be announced and recorded, available for all. You are welcome to join me for those live, but attendance is neither required nor graded. They will not be

held every week, but there will also be occasions where more than one may be held in a given week. I will send meeting notices out shortly before-hand.

Quizzes (“Exams” in D2L) are used as a bellwether of material coverage. They are not long, and are established to make sure you are reading/watching the assigned material. I only have a few planned, and they are mostly to tell me whether or not we can move on to the “next thing”. When scheduled, they will be of short duration and may consist of a combination of multiple choice, definition, true/false, application and short answer questions. Quizzes can be found under the “Activities” tab on the top of the D2L screen.

Students are expected to have read the assigned material (cases, articles, etc.) before weighing in on a discussion or providing a case answer. I make announcements each week, and may send a reminder, but keeping up with the reading and course requirements, including exams is ultimately each individual student’s responsibility.

SYLLABUS SUBJECT TO CHANGE STATEMENT:

I anticipate that we will follow the schedule I’ve outlined in this syllabus, but may make adjustments based on what actually happens in class. I may also change the basis for the course grade but rest assured that if I need to add or eliminate an assignment or something of that nature, I will inform you in writing.

COURSE POLICIES AND INSTRUCTOR EXPECTATIONS:

Students are required to meet the expectations listed below.

- **Professional Behavior:** It is important that you maintain a professional demeanor at all times, including during “electronic communication”. Texas A&M - Commerce expects this from you, as do current and future employers.
- **Assignments:**
 1. **Submitted assignments must be correctly formatted and free of grammatical and stylistic errors.** Students in graduate courses should have at least some skill with software for word processing, spreadsheets, databases, graphics, and presentations, and with web browsers and search engines. Spelling and grammatical errors will detract from your grade!
 2. **Assignments must be turned in on time.** Assignments are due at the date listed. Start working on each assignment as soon as you can and make sure that you have all assignments submitted by the specified due dates. You **MUST** turn in all written assignments **ON TIME**. I will accept late assignments. However, there will be a significant penalty. For each day that your assignment is late, I will deduct 10 POINTS from your grade.
 3. **Assignments must be complete.** You must complete and submit all components at the specified due date and time to receive credit for the assignment. Work that is only “half-finished” gets a “half grade”.
 4. **Please submit assignments in a format that is compatible with Microsoft Word.** Make-up Exams or Late Assignments Will Only Be Accepted without Penalty If You Obtain University Approved Documentation for Your Excuse: There are no make-up assignments for poor performance on a previous assignment.
 5. **Discussion Boards** are an important part of your learning, as they facilitate student-to-student participation and promote diversity in thought. Once a discussion topic has been closed, it will not be re-opened.

GRADE COMPONENTS:

Component	Type	Value
4 Quizzes	Individual	20%
4 Written Cases	Individual	40%
Participation & Discussions	Individual	20%
Final Written Case	Individual	20%
Course Total		100%

GRADING SCALE:

A	90 – 100%		D	60-69%
B	80 – 89%		F	Below 60%
C	70-79%			

Incomplete - Must be previously agreed upon by student and instructor.
 Withdrawal - Must be initiated by the student administratively.

Week & Wednesday Date	Topic / Assignments	Notes: Online Discussions are in Blue, Quizzes in Red
Week 1- August 30	Course Introduction; Syllabus Review; Everyone's Job: Rewards and Challenges of HRM.	Online Introductions; Online Case: High Wire Act
Week 2- September 6	The Evolving Role of H.R., and h.r.	Online Discussion: A Critical Look at HR
Week 3- September 13	Labor Market Basics	Quiz 1; Online Discussion: Minimum Wage
Week 4- September 20	The Employment Legal Framework, examined backwards	Online Case: A Case of Loyalty
Week 5- September 27	Sexual Harassment	Quiz 2; Online Discussion: Mary Gentile, Julia Hoch
Week 6- October 4	1st Written Case: "The WD Company: Sexual Harassment and Controversies on Social Media"	
Week 7- October 11	Culture Eats Strategy for Breakfast	Online Case: Delta Airlines Culture vs Strategy
Week 8- October 18	2nd Written Case: "Whole Foods Under Amazon"	
Week 9- October 25	Managing Growth and Loss	Quiz 3; Online Discussion: Managing a Resume Gap
Week 10- November 1	3rd Written Case: "Turnover at L&R Pallet Company"	
Week 11- November 8	Beyond Orientation: Onboarding	Online Discussion: Open Hiring
Week 12- November 15	4th Written Case: "Jamie's Market: Challenges Hiring and Onboarding Temporary Workers "	
Week 13- November 22	Labor Relations Overview	Online Case: Company Property
Week 14- November 29	Union Avoidance Campaigns	Quiz 4; Online Case: Benefits Dilemma
Week 15- December 6-14	Final Case: "Confronting a Corporate Campaign"	Final Case Due

Attendance

Excessive absences (inactivity) can result in an administrative drop from the course. A contact or an attempt to contact a student regarding being administratively dropped

from the course will be made. Students with any concern regarding absences/inactivity should discuss their specific situation directly with the instructor.

Plagiarism

Plagiarism and other forms of academic dishonesty will not be tolerated in this class. The university will not condone plagiarism in any form. The faculty, administration, and students are expected to uphold and support the highest academic standards in this matter, and I do. **I also use the tool Turnitin™ on all written work.** Plagiarism is handled initially by me. If I feel the problem warrants more attention, it will then be pursued through my department head. If the department head wishes, it will be brought to the attention of the dean of the college for study and review before meeting with the standing University Discipline Committee.

See 13.99.99.R0.03

<http://www.tamuc.edu/aboutus/policiesproceduresstandardsstatements/rulesProcedures/13students/academic/13.99.99.R0.03Plagiarism.aspx>

Student Conduct

A&M-Commerce will comply in the classroom, and in online courses, with all federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

Texas Senate Bill - 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in Texas A&M University-Commerce buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so. Pursuant to Penal Code (PC) 46.035 and A&M-Commerce Rule 34.06.02.R1, license holders may not carry a concealed handgun in restricted locations. For a list of locations, please refer to (<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf>) and/or consult your event organizer). Pursuant to PC 46.035, the open carrying of handguns is prohibited on all A&M-Commerce campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.

Students with Disabilities

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

Office of Student Disability Resources and Services-Gee Library (903) 886-5150 or (903) 886-5835; Fax (903) 468-8148 StudentDisabilityServices@tamuc.edu

The Counseling Center at A&M-Commerce, located in the Halladay Building, Room 203, offers counseling services, educational programming, and connection

to community resources for students. Students have 24/7 access to the Counseling Center's crisis assessment services by calling 903-886-5145. For more information regarding Counseling Center events and confidential services, please visit www.tamuc.edu/counsel.