

Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.

COURSE SYLLABUS

BUSI 344

MANAGEMENT OF HUMAN RESOURCES AND HEALTH PROFESSIONALS

COURSE DESCRIPTION

Explores managing human resources in the context of the healthcare organization. Focuses on applying human resource management concepts (i.e., but not limited to: recruitment, compensation, motivation, performance and talent management) in the management of human capital within the healthcare setting.

RATIONALE

The healthcare industry is constantly evolving. Most healthcare organizations are among the largest employers in their communities and the demand for workers is projected to outpace supply on a national scale. The fundamental field of human resources is impacted by shifting demographics, new technologies, and the growing complexity of accreditation demands and state/federal regulations. The ultimate goal of healthcare human resource management is to leverage human capital resources in an effort to provide efficient and effective value to patients and stakeholders centered on cost, access, and quality of care.

I. PREREQUISITE

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog](#).

II. REQUIRED RESOURCE PURCHASE

Click on the following link to view the required resource(s) for the term in which you are registered: <http://bookstore.mbsdirect.net/liberty.htm>

III. ADDITIONAL MATERIALS FOR LEARNING

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)
- C. Blackboard [recommended browsers](#)
- D. Microsoft Office

IV. MEASURABLE LEARNING OUTCOMES

Upon successful completion of this course, the student will be able to:

- A. Integrate a biblical worldview within the context of human resource management in healthcare.

- B. Apply human resource management concepts in the context of the healthcare organization (hypothetical or real world).
- C. Identify key challenges associated with hiring, managing, and retaining health professionals.
- D. Discuss key human resource management issues in the provision of healthcare based upon knowledge of current literature and industry best practices.

V. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Textbook readings and lecture presentations
- B. Course Requirements Checklist

After reading the Course Syllabus and [Student Expectations](#), the student will complete the related checklist found in Module/Week 1.

- C. Discussion Board Forums (8)

Discussion boards are collaborative learning experiences. Therefore, the student is required to create a thread in response to the provided prompt for each forum. Each thread must be at least 300 words and demonstrate course-related knowledge. In addition to the thread, the student is required to reply to at least 2 other classmates' threads. Each reply must be at least 150 words. Each thread and reply must include at least 1 biblical integration, at least 2 peer-reviewed source citations in current APA format, and at least 1 reference to the text.

- D. Research Project

Annotated Bibliography

Each student will be placed into a group for the Research Project. The first part requires each group to research at least 20 scholarly articles from peer-reviewed journals to establish research for the Research Project - Final Document. Each group will use a provided template to annotate each source. Current APA format must be present. One member of the group will submit the final version of the Research Project - Annotated Bibliography. Each student is required to read all instructor feedback and implement it on future assignments.

Outline

Each group will complete a full sentence outline in preparation for the Research Project - Final Document. The outline must include a thesis statement, the research question(s)/issues being addressed, the space allotted to each section of the paper, and a preliminary reference list of at least 20 sources that are less than 10 years old. One member of the group will submit the final version of the Research Project - Outline. Each student is required to read all instructor feedback and implement it on future assignments.

Draft

Each group will be responsible for constructing and reviewing the draft document. Each group will work collaboratively on a 4,500–6,000-word paper that is in current APA format paper. The topic of the paper will be selected individually by the group and approved by the instructor. Each student must contribute weekly to the group's discussion in the Group Discussion Board Forum about this paper. One member of the group will submit the Research Project - Draft. Each student is required to read all instructor feedback and implement it on future assignments.

Final Document

Each group of students will be responsible for constructing and reviewing the final document. Each group will work collaboratively on a 4,500–6,000-word paper that is in current APA format paper. The topic of the paper will be selected individually by the group and approved by the instructor. Each student must contribute weekly to the group's discussion in the Group Discussion Board Forum about this paper. One member of the group will submit the final version of this assignment.

Peer Evaluations (4)

After each part of the Research Project, each student will evaluate the contributions of each of their group members using the Peer Evaluation Form. Each student will be evaluated by their fellow group members. The resulting scores will be used to provide a final Peer Evaluation score for each part of the Research Project. All Peer Evaluation scores will be awarded provisionally.

E. Quizzes (8)

Each quiz will cover the Reading & Study material for the assigned module/week. Each quiz will be open-book/open-note, contain 15 multiple-choice and multiple answer questions, and have a 30-minute time limit.

VI. COURSE GRADING AND POLICIES

A. Points

Course Requirements Checklist	10
Discussion Board Forums (8 at 50 pts ea.)	400
Research Project	
Annotated Bibliography	50
Outline	50
Draft	60
Final Document	100
Peer Evaluations (4 at 25 pts ea.)	100
Quizzes (8 at 30 pts ea)	240
Total	1010

B. Scale

A = 900–1010 B = 800–899 C = 700–799 D = 600–699 F = 0–599

C. Quizzes/Tests/Exams

For timed quizzes/tests/exams, the student is required to complete the quiz/test/exam within the assigned time. For the student who exceeds this time limit, a penalty of 1 point will be deducted for each minute, or part thereof, he/she exceeds the assigned time limit.

D. Plagiarism

Plagiarism will not be tolerated. Plagiarism commonly occurs when the student utilizes an author's words and not properly attributing the source. All sources must be referenced. No cutting and pasting or copying unless quoting. Purchasing papers of any form will result in automatic failure for the course and a recommendation for expulsion.

E. Disability Assistance

Students with a documented disability may contact Liberty University Online's Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.

COURSE SCHEDULE

BUSI 344

Textbook: Niles, *Basic Concepts of Health Care Human Resource Management* (2013).

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Niles: ch. 1 & 7 1 presentation	Course Requirements Checklist	10
		Undergraduate Level Business Program	
		Assessment	0
		Class Introductions	0
		DB Forum 1	50
		Quiz 1	30
2	Niles: ch. 2 1 presentation	DB Forum 2	50
		Quiz 2	30
3	Niles: ch. 3 1 presentation	DB Forum 3	50
		Research Project - Annotated Bibliography	50
		Research Project - Peer Evaluation 1	25
		Quiz 3	30
4	Niles: ch. 4 1 presentation	DB Forum 4	50
		Research Project - Outline	50
		Research Project - Peer Evaluation 2	25
		Quiz 4	30
5	Niles: chs. 5–6 1 presentation	DB Forum 5	50
		Research Project - Draft	60
		Research Project - Peer Evaluation 3	25
		Quiz 5	30
6	Niles: chs. 8–9 1 presentation	DB Forum 6	50
		Quiz 6	30
7	Niles: ch. 10 1 presentation	DB Forum 7	50
		Research Project - Final Document	100
		Research Project - Peer Evaluation 4	25
		Quiz 7	30
8	Niles: ch. 11 1 presentation	DB Forum 8	50
		Quiz 8	30
TOTAL			1010

DB = Discussion Board

NOTE: Each course module/week (except Module/Week 1) begins on Tuesday morning at 12:00 a.m. (ET) and ends on Monday night at 11:59 p.m. (ET). The final module/week ends at 11:59 p.m. (ET) on **Friday**.