

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 642

CONTEMPORARY ISSUES IN HUMAN RESOURCE MANAGEMENT

COURSE DESCRIPTION

A practical approach designed for the general manager that provides a knowledge base in basic human resource topics, as well as an in-depth analysis of important current issues in the field. Through text readings, case studies, experiential exercises, Internet activities, and research, students will learn to synthesize and integrate theory with application and evaluate the effectiveness of an organization's human resources.

RATIONALE

No manager can consistently manage effectively or efficiently without a thorough understanding and wise application of human resource management theory. Such knowledge and ability is foundational to the modern practice of management and will also serve as a basis for other MBA courses.

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. REQUIRED RESOURCE PURCHASES

American Psychological Association. *Publication manual of the American Psychological Association* (Current ed.). Washington, DC: Author.

Noe, R.A., Hollenbeck, J.R., Gerhart, B., & Wright, P.M. (2018). *Human resource management: Gaining a competitive advantage* (10th edition) New York, NY: McGraw-Hill. ISBN: 9781260146295

Disclaimer: The above resources provide information consistent with the latest research regarding the subject area. Liberty University does not necessarily endorse specific personal, religious, philosophical, or political positions found in these resources.

IV. ADDITIONAL MATERIALS FOR LEARNING

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)

- C. Microsoft Word
- D. *The Holy Bible*

V. MEASURABLE LEARNING OUTCOMES

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

- A. Identify the present and emerging strategic human resource challenges and the aspects of the legal environment including diversity, recruitment, and selection.
- B. Describe employee separations, downsizing, outplacement, and performance management through recognizing employee rights and the importance of managing discipline and organized labor.
- C. Evaluate best practices for training, developing, and evaluating employees.
- D. Evaluate the design and administration of benefits, as well as the development of employee relations.
- E. Appraise the elements and implications of workplace safety and health, as well as the challenges facing international human resource management (HRM).
- F. Integrate biblical principles within the field of human resource management.

VI. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Textbook readings and *video case presentations

*video case presentations are designed to enhance the student's ability to think critically about the course material and evaluate his/her individual understanding of each module/week's materials.

- 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 (2)

The student will be participating in 2 Discussion Board Forums. Discussion boards are collaborative learning experiences. Therefore, the student is required to provide a thread of 500–750 words in response to the provided prompt for each forum. For each Discussion Board, the student will have the option of selecting between 4–5 thread prompts. In addition to the thread, the student is required to reply to 2 other classmates' threads and will be able to respond to either of his/her peers' posts. Each reply must be 250–300 words.

Each thread and reply must be written in current APA format and include a minimum of 2 scholarly sources (published within the last 5 years) **in addition to** the course textbook and biblical integration.

D. Case Study Paper

The Case Study Paper will require the student to create a narrative that addresses provided “critical thinking prompts” in a logical manner and support this narrative by incorporating a minimum of 4 scholarly sources (published within the last 5 years) **in addition to** the course textbook and biblical integration. The Case Study response must be a minimum of 750 words written in current APA format, and include a title page and a reference page that do not count toward the overall word requirement. The paper will be submitted via SafeAssign.

E. Human Resource Policy Project

Annotated Bibliography

In preparation for the final research paper, the student will select 4 specific human resource topics to research as if preparing to create a Human Resource policy manual. The student will then be required to research reputable, professional, scholarly journals for information dealing with the content/nature of his/her 4 selected topics and create an annotated bibliography containing all 10 of his/her chosen scholarly sources in current APA format (published within the last 5 years). A title page must be included that does not count toward the overall page count. A brief article summary of at least 150 words must be supplied for each citation utilized.

Research Paper

The student will research a minimum of 4 specific human resource topics to provide a broad base for researched rationale, supporting the nature and substance of each policy that he/she will then write about. The student will write at least 1,750 words in current APA format and include a title page, abstract, and a reference page that do not count toward the overall word requirement. The research paper must include the 10 specific sources submitted in the annotated bibliography (published within the last 5 years). The student may include additional reputable, professional, scholarly sources, but must use the 10 provided in the annotated bibliography **in addition to** the textbook and biblical integration.

F. Case Analysis (3)

The student will access the case analysis exercises using his/her CONNECT access (located in Blackboard). Each exercise requires critical thinking and application of the principles presented within the assigned readings for the specific module/week. The student is permitted to utilize his/her textbook and notes for support while completing these exercises.

G. Quizzes (8)

Each quiz will cover the Reading & Study material contained within the assigned module/week. Each quiz will be open-book/open-notes, contain 20 multiple-choice questions, and have a 35-minute time limit.

VII. COURSE GRADING AND POLICIES

A. Points

Course Requirements Checklist	10
Discussion Board Forums (2 at 130 pts ea)	260
Case Study Paper	125
Human Resource Policy Project	
Annotated Bibliography	100
Research Paper	175
Case Analysis Exercises (3 at 60 pts ea)	180
Quizzes (8 at 20 pts ea)	160
Total	1010

B. Scale

A = 940–1010 A- = 920–939 B+ = 900–919 B = 860–899 B- = 840–859
 C+ = 820–839 C = 780–819 C- = 760–779 F = 0–759

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. 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 642

Textbook: Noe et al., *Human Resource Management: Gaining a Competitive Advantage* (2018).

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Noe et al.: chs. 1–2 2 presentations	Course Requirements Checklist Class Introductions Quiz 1	10 0 20
2	Noe et al.: chs. 3–4 1 presentation	DB Forum 1: Thread Quiz 2	75 20
3	Noe et al. chs. 5–6 2 presentations	DB Forum 1: Replies Case Analysis 1 Quiz 3	55 60 20
4	Noe et al.: chs. 7–8 1 presentation	DB Forum 2: Thread HRPP: Annotated Bibliography Quiz 4	75 100 20
5	Noe et al.: chs. 9–10 2 presentations	DB Forum 2: Replies Case Analysis 2 Quiz 5	55 60 20
6	Noe et al.: chs. 11–12 2 presentations	Case Study Paper Quiz 6	125 20
7	Noe et al.: chs. 13–14 2 presentations	HRPP: Research Paper Quiz 7	175 20
8	Noe et al.: chs. 15–16 1 presentation	Case Analysis 3 Quiz 8	60 20
TOTAL			1010

DB = Discussion Board

HRPP = Human Resource Policy Project

NOTE: Module/Week 1 begins on Monday and ends at 11:59 p.m. (ET) on Friday.

Modules/Weeks 2–8 begin on Saturday and end at 11:59 p.m. (ET) on Friday.