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 <u>not</u> be used to purchase course materials.

COURSE SYLLABUS

BUSI 646
MANAGING HUMAN CAPITAL IN HEALTHCARE

COURSE DESCRIPTION

Focused on strategically managing human capital in the healthcare environment, students will focus on evaluating human resource management concepts from the perspective of the manager's role in creating and maintaining a productive health workforce. Students will explore human resource management theory and practice of managing the employment relationship through conducting in-depth analyses of current issues (i.e., recruitment, compensation, motivation, performance, and talent management) related to the strategic 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 community and 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.   Microsoft Office

IV.   **MEASURABLE LEARNING OUTCOMES**
       Upon successful completion of this course, the student will be able to:
       A.   Integrate a biblical worldview when exploring issues related to the management of human capital in healthcare.
       B.   Synthesize human resource management concepts in the context of the healthcare organization (hypothetical or real world) in creating and maintaining a productive workforce.

C.   Evaluate key challenges associated with hiring, managing, and retaining healthcare human capital.

D.   Assess key human capital related 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 will create a thread in response to the provided prompt for each forum. Each thread must be at least 600 words and demonstrate course-related knowledge. In addition to the thread, the student will reply to the threads of at least 2 classmates. Each reply must be at least 450 words. Each thread and reply must also include a biblical integration and at least 2 peer-reviewed source citations in current APA format in addition to the text.

D.   Research Project

The student will complete a Research Project comprised of the following 5 parts.

1.   Annotated Bibliography

The student will be placed into a group for the Research Project. The Annotated Bibliography requires the group to research at least 20 scholarly articles from peer-reviewed journals to establish research for the Final Document. All articles must be less than 10 years old. The group will use a provided template to annotate each source. Proper and current APA format must be used. One member of the group will submit the final version of the Annotated Bibliography. The group is required to read all instructor feedback and implement it on future assignments.

2.   Outline

The group will complete a full-sentence outline in preparation for the Final Document. The Outline will include a thesis statement, the research topic being addressed, how much space will be 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 Outline. The group is required to read all instructor feedback and implement it on future assignments.

3.   Draft

The group will construct and review the Draft. The group will work collaboratively on a 4,500–6,000-word paper in current APA format, complying with the assignment instructions. The topic of the paper will be selected individually by the group and approved by the instructor. The student must contribute weekly to the group's discussion about the paper in the Group Discussion Board Forum. One member of the group will

submit the Draft. The group is required to read all instructor feedback and implement it on future assignments.

4. Final Document

   After receiving feedback on the Draft, the group will revise the Draft to create the Final Document. The group will work collaboratively on a 4,500–6,000-word paper in current APA format, complying with the assignment instructions. The topic of the paper will be selected individually by the group and approved by the instructor. The student must contribute weekly to the group's discussion about the paper in the Group Discussion Board Forum. One member of the group will submit the Final Document.

5. Peer Evaluations (4)

   After each part (4) of the Research Project, the student will evaluate the contributions of each of his or her group members using the provided Peer Evaluation Form. The student will also be evaluated by his or her group members. The resulting scores will be used to provide a final Peer Evaluation score for each part (4) of the Research Project. All Peer Evaluation scores will be awarded provisionally.

E. Quizzes (8)

The student will complete 8 quizzes. Each quiz will cover the Reading & Study material for the assigned module/week. Each quiz will be open-book/open-notes, contain 6–15 multiple-choice and true/false questions, and have a time limit of 30 minutes.

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 = 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.

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Textbook: Pynes & Lombardi, *Human Resources Management for Health Care Organizations* (2011).

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Pynes & Lombardi: chs. 1–3 1 presentation	Course Requirements Checklist Class Introductions DB Forum 1 Quiz 1	10 0 50 30
2	Pynes & Lombardi: chs. 4–6 1 presentation	DB Forum 2 Quiz 2	50 30
3	Pynes & Lombardi: ch. 7 1 presentation	DB Forum 3 Research Project - Annotated Bibliography Research Project - Peer Evaluation 1 Quiz 3	50 50 25 30
4	Pynes & Lombardi: chs. 8–9 1 presentation	DB Forum 4 Research Project - Outline Research Project - Peer Evaluation 2 Quiz 4	50 50 25 30
5	Pynes & Lombardi: chs. 10–11 1 presentation	DB Forum 5 Research Project - Draft Research Project - Peer Evaluation 3 Quiz 5	50 60 25 30
6	Pynes & Lombardi: chs. 12–13 1 presentation	DB Forum 6 Quiz 6	50 30
7	Pynes & Lombardi: ch. 14 1 presentation	DB Forum 7 Research Project - Final Document Research Project - Peer Evaluation 4 Quiz 7	50 100 25 30
8	Pynes & Lombardi: ch. 15 1 presentation	DB Forum 8 Quiz 8	50 30
		TOTAL	**1010**

DB = Discussion Board

NOTE: Module/Week one 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.