Department of Management and Marketing  
Texas A&M University-Corpus Christi  
College of Business  
Summer II 2012

Course: MGMT 3320.W01 – Concepts of Human Resource Management
Prerequisites: MGMT 3312 and Junior Standing or above.


Use the following website link to save money on your textbook:  
http://www.coursesmart.com/9780538474238?__professorview=false&__instructor=1615928

Instructor: Dr. Wingfield
Time and Location: Course delivery online

Office: OCNR 317
Office Hours: M-F available on-line in Blackboard.

Phone: 825-5560
Email: Preferred email – use the email/messenger function in Blackboard for this course. TAMU-CC email address is sue.wingfield@tamucc.edu

Course Description:  
This course is a study of policies, procedures and strategies for human resource management. Topics include recruitment, selection and utilization of employees, human resource planning, the law and HR, employee appraisal and compensation systems, and an introduction to labor relations.

Learning Objectives:  
Students will obtain a(n):
- Understanding of how the Human Resource function contributes to the success of an organization.
- Basic knowledge in the following functional areas: HR planning, recruitment, selection, appraisal, compensation and labor relations.
- Basic understanding of the Federal legislation guiding employment practices in the work place.
- The ability to interpret and analyze data to make decisions and form conclusions about the appropriate actions that HR should take in different situations.

Relationship to Other Coursework:  
MGMT 3320 is the introductory course in Human Resource Management for undergraduate students. It defines the field and introduces the various human resource activities and ties them
to the other management content courses like organizational behavior, motivation and leadership, multinational management and administrative strategy and policy.

**Criteria for Evaluation:**

<table>
<thead>
<tr>
<th>Evaluation Type</th>
<th>Points</th>
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<tbody>
<tr>
<td>3 Exams</td>
<td>780 points</td>
</tr>
<tr>
<td>Optional Comprehensive Final Exam</td>
<td>(260 points)</td>
</tr>
<tr>
<td>11 best out of 14 Quizzes (20 points each)</td>
<td>220 points</td>
</tr>
</tbody>
</table>

**Total** 1000 points

**NOTES:** No make-up exams will be given. If a student misses an exam, he or she will be required to take the comprehensive final exam to replace the missing exam grade.

Quizzes cannot be made up. The lowest three quiz scores will be dropped.

**Technology Issues:** Due to the possibility of unforeseen circumstances, such as technical difficulties with online submission and delivery, or personal situations, you are encouraged to complete your quizzes and discussions in time to rectify any problems before the deadlines.

**Dropping this Course:**

At some time during the course of the semester you may find it necessary to drop this course. Please consult with me before you decide to drop to be sure it is the best thing to do. Should dropping the course be the best course of action, **you must initiate the process to drop the course by going to the Student Services Center and filling out a course drop form. Just stopping attendance and participation in the class WILL NOT automatically result in your being dropped from the course; you will receive a grade for the course unless you initiate the drop process.** The last day to drop a course with an automatic grade of “W” is 3/30/12.

**Grading Scale:**

Grades will be awarded according to the following distribution:

- A ....... 90% OR ABOVE
- B ....... 80% - 89.9%
- C ....... 70% - 79.9%
- D ....... 60% – 69.9%
- F ....... 59.9% OR BELOW

**Exams:**

Three exams will be given in this course. Exams will be multiple choice. Students are responsible for all material covered in the lecture notes posted on Blackboard, textbook, PowerPoint, and exercises.

Exams will be delivered using **Blackboard. The tests are timed; once you begin an exam you have 90 minutes to complete it. You cannot exit the exam and return to it at a later time.**
I do not give make-up exams. An optional comprehensive final will be given. Students who
miss an exam will take the optional final exam to replace the missing exam grade. Those who
have not missed an exam may take the optional final in an effort to replace their lowest exam
grade. This is a “no lose” situation. A student’s final grade will be computed using the three
highest grades on the four exams.

It is assumed that all exams will be taken by the person to receive credit, and that
assistance in answering questions will be neither sought nor received. Anything less than
this will be considered Academic Misconduct and will be subject to penalties for all forms
of academic misconduct as defined and explained in the Texas A&M University - Corpus
Christi Catalog.

Quizzes:
Quizzes are utilized to encourage students to complete assigned reading in a timely manner.
Quizzes will be given on a regular basis over material in assigned readings and will be delivered
via Blackboard. All the quizzes will be available starting the first day of class until the due date
for that particular quiz. Quizzes have an allotted time of 20 minutes. If you have not submitted
the quiz, it will submit the quiz for you. No make-up quizzes will be given. It is assumed that
all quizzes will be taken by the person to receive credit, and that assistance in answering
questions will be neither sought nor received. Anything less than this will be considered
Academic Misconduct and will be subject to penalties for all forms of academic misconduct
as defined and explained in the Texas A&M University - Corpus Christi Catalog.

The first quiz covers material in the syllabus, notes in Blackboard and assignment guidelines.
Please read the syllabus and instructions on Blackboard prior to taking this quiz. You must pass
this quiz with a score of 100%. You may take the quiz as often as necessary to accomplish this
requirement. Although it shows the score, the syllabus quiz does not count in the final grade.
Once you have successfully passed the syllabus quiz you will have access to the other
components of the course. You will not be able to take quizzes until you have successfully
completed the syllabus quiz with a score of 100%

Students are required to participate in on-line class discussions for each chapter covered in
the course in order to receive credit for the quiz or quizzes due for that chapter.
Participation in the class discussion pertaining to the chapter being tested is required—
attendance is verified by your login to the discussion, and thoughtful, professional
responses to the topic (don’t forget to maintain a business style of writing).

Class Discussions:
In order to receive credit for a quiz, students must participate in the on-line class discussion
pertaining to the chapter being tested— as explained above, participation is verified by your login to
the discussion, and thoughtful, professional responses to the topic (don’t forget to maintain a business
style of writing). Participation in the class discussions is mandatory. If you do not participate in
the REQUIRED CLASS DISCUSSION for a particular chapter you will receive a “0” for
the quiz or quizzes that were due for the chapter(s).

You may also participate in the EXTRA CREDIT DISCUSSIONS to receive extra credit in
the course.
NOTE: Both Required and Extra Credit class discussions will close at 11:55 p.m. each Monday (see course calendar). Discussions are not available after this time.

Communication with Dr. Wingfield
Please use the email/messenger function in Blackboard to contact me. This is the best form of communication as it will not “get lost” in the SPAM I receive on my campus email.

It is very important to me to be available to answer your questions and concerns. Please do not hesitate to contact me. I will be available by Blackboard email during normal business hours, Monday through Friday, and randomly on the weekends. I will do my best to answer your emails in a timely manner, however, if you do not receive a timely response please feel free to send a follow-up email after a reasonable time.

Online and In-Class Conduct:
Each student is expected to maintain a professional attitude at all times. The use of foul language, discriminatory comments, or racial slurs will not be tolerated. You are required to maintain a professional attitude in all communications with students and the professor. Students who engage in disrespectful or inappropriate conduct will be reported to the Office of Student Affairs for appropriate action.

Academic Integrity/Plagiarism:
Students are expected to conduct themselves in accordance with Texas A&M University - Corpus Christi standards of academic integrity and will be subject to penalties for all forms of academic misconduct as defined and explained in the Texas A&M University - Corpus Christi Catalog. Academic misconduct includes all forms of cheating, such as illicit possession of examinations or examination materials, forgery, or plagiarism (Plagiarism is the presentation of the work of another as one’s own work).

In this course there will be a ZERO tolerance for academic misconduct. At minimum, an automatic grade of zero will be given for any assignment/exam in which any element of academic misconduct has taken place, but could include all penalties appropriate under University rules as stated in the University catalog, including the receipt of an F in the course.

This course, and all other courses offered by the College of Business (COB), requires all of its students to abide by the COB Student Code of Ethics (available online at www.cob.tamucc.edu). Provisions and stipulations in the code are applicable to all students taking College of Business courses regardless of whether or not they are pursuing a degree awarded by the COB.

Grade Appeals
As stated in University Rule 13.02.99.C2, Student Grade Appeals, a student who believes that he or she has not been held to appropriate academic standards as outlined in the class syllabus, equitable evaluation procedures, or appropriate grading, may appeal the final grade given in the course. The burden of proof is upon the student to demonstrate the appropriateness of the appeal. A student with a complaint about a grade is encouraged to first discuss the matter with the instructor. For complete details, including the responsibilities of the parties involved in the
process and the number of days allowed for completing the steps in the process, see University
Rule 13.02.99.C2, Student Grade Appeals, and University Procedure 13.02.99.C2.01, Student
Grade Appeal Procedures. These documents are accessible through the University Rules
Web site at http://www.tamucc.edu/provost/university_rules/index.html. For assistance and/or
guidance in the grade appeal process, students may contact the Office of Student Affairs.

**Harassment:**
Texas A&M-Corpus Christi believes that establishing a safe learning environment is necessary
for an institution committed to the pursuit of excellence in instruction, research, and public
service. Discrimination against, or harassment, or actions that are intended to harass, intimidate,
or humiliate individuals on the basis of ethnicity, sex, religion, disability, or sexual preference is
inconsistent with this institutional purpose and will not be condoned. Persons found guilty of
harassment will be subject to disciplinary sanctions.

**American with Disabilities Act Compliance:**
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 believe you have a disability
requiring an accommodation, please contact the Disability Services Office at (361) 825-5816 or
visit the office in Corpus Christi Hall 116.

If you are a returning veteran and are experiencing cognitive and/or physical access issues in the
classroom or on campus, please contact the Disability Services office for assistance at (361) 825-
5816.

**Instructional Methodology:**
Instruction will independent reading, online discussions, and experiential exercises. The
emphasis will be on development of critical thinking skills through the practical application of
theory.

**Oral and Written Content:**
Students will be expected to have read assigned material and participate in online class
discussions. Students are encouraged to ask questions and share pertinent personal experiences
that relate to the material being covered. Student assignments require effective written
communication.

**Technology Applications:**
This course will be delivered on Blackboard. With regard to material delivered on Blackboard,
you must be relatively self-sufficient in finding solutions for technical problems. The Blackboard
helpdesk is an excellent resource for technical problems that you cannot solve. You must report
problems immediately in order to meet your deadlines. Knowledge of word processing is
necessary to complete the individual assignments. Additionally, the student must be familiar
with the electronic databases available in the library as well as the Internet. E-mail
communication is encouraged for routine communications; however it is discouraged for more
personal, non-routine communications where face-to-face or telephone contact is more appropriate.

**Ethical Perspectives:**
Human resource management and its various functions deal with how employees are treated by organizations from recruitment through termination. Many of the topics that are covered include examples of the ethical implications of managers' behavior when they interview, appraise, train, discipline, schedule, compensate, and motivate employees. Generally speaking, issues involving individual and corporate rights and responsibilities provide an opportunity to consider and critically evaluate various preventive and remedial approaches to ethics at organizational and public policy levels.

**Global Perspectives:**
International examples will be used throughout the course to demonstrate the importance of the diversity of the labor force and the impact of administering the HR function in the context of the global marketplace.

**Demographic Diversity Perspectives:**
Demographic diversity is a pervasive issue for this human resource management introductory course. It will be addressed throughout the semester especially in the context of examining civil rights legislation and the impact of an increasingly diverse and older labor force on human resource planning, recruitment, selection, training, performance appraisal, compensation, labor relations, employee rights, and safety and health.

**Political, Social, Legal, Regulatory, and Environmental Perspectives:**
All of the subjects covered in this introductory course deal with the political, social, legal and regulatory impacts of managing people within organizations. Several chapters will deal directly with the legal and regulatory environment of HR: civil rights legislation, employee rights, and safety/health. Additionally, all major HR functions are regulated at the local, state, and federal level. In this introductory course specific federal legislation related to recruitment, selection, training, compensation, benefits, labor relations/collective bargaining, employee rights, and work scheduling, will be discussed.

**Final Notes:** The course calendar below will provide a guideline for the course scheduling. However, certain changes in assignments and/or due dates may be made, as the instructor deems necessary. Such changes will be posted on Blackboard and will represent an amendment to the schedule.

Students are responsible for all material covered in the textbooks, exercises, PowerPoint slides and lecture notes. It is the student’s responsibility to check Blackboard for important announcements with regard to this class and to keep up with due dates for all quizzes, exams, and assignments.
## Course Calendar:

<table>
<thead>
<tr>
<th>Week</th>
<th>Date</th>
<th>Topic</th>
<th>Chapter</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>7/9/12-7/16/12</td>
<td>Intro to the Course</td>
<td>1</td>
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<tr>
<td></td>
<td></td>
<td>The Nature of HRM</td>
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<tr>
<td></td>
<td></td>
<td>The Legal Environment</td>
<td>2</td>
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<tr>
<td></td>
<td></td>
<td>The Global Environment</td>
<td>3</td>
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<tr>
<td></td>
<td></td>
<td>The Competitive Environment</td>
<td>4</td>
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### Requirements for Week 1

- Complete Syllabus Quiz with a score of 100% to open additional quizzes.
- Quiz 1 covering Chapter 1 due by 11:55 p.m. on 7/16
- Quiz 2 covering Chapter 2 due by 11:55 p.m. on 7/16
- Quiz 3 covering Chapter 3 due by 11:55 p.m. on 7/16
- Quiz 4 covering Chapter 4 due by 11:55 p.m. on 7/16
- Required Class Discussion for Chapter 1 must be completed by 11:55 p.m. on 7/16
- Required Class Discussion for Chapter 2 must be completed by 11:55 p.m. on 7/16
- Required Class Discussion for Chapter 3 must be completed by 11:55 p.m. on 7/16
- Required Class Discussion for Chapter 4 must be completed by 11:55 p.m. on 7/16
- Extra Credit Class Discussion for Chapter 1 must be completed by 11:55 p.m. on 7/16
- Extra Credit Class Discussion for Chapter 2 must be completed by 11:55 p.m. on 7/16
- Extra Credit Class Discussion for Chapter 3 must be completed by 11:55 p.m. on 7/16
- Extra Credit Class Discussion for Chapter 4 must be completed by 11:55 p.m. on 7/16

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<thead>
<tr>
<th>Week</th>
<th>Date</th>
<th>Topic</th>
<th>Chapter</th>
</tr>
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<tbody>
<tr>
<td>2</td>
<td>7/17/12-7/23/12</td>
<td>Information for Making HR Decisions</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Exam # 1 – Chapters 1, 2, 3, 4, 5</td>
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<tr>
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<td>Organization Form and Structure</td>
<td>6</td>
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<td>Recruitment &amp; Selection</td>
<td>7</td>
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<td>Managing the Diverse Workforce</td>
<td>8</td>
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</tbody>
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### Requirements for Week 2

- Complete Exam # 1 covering Chapters 1-5 due by 11:55 p.m. on 7/23
- Quiz 5 covering Chapter 5 due by 11:55 p.m. on 7/23
- Quiz 6 covering Chapter 6 due by 11:55 p.m. on 7/23
- Quiz 7 covering Chapter 7 due by 11:55 p.m. on 7/23
- Quiz 8 covering Chapter 8 due by 11:55 p.m. on 7/23
- Required Class Discussion for Chapter 5 must be completed by 11:55 p.m. on 7/23
- Required Class Discussion for Chapter 6 must be completed by 11:55 p.m. on 7/23
- Required Class Discussion for Chapter 7 must be completed by 11:55 p.m. on 7/23
- Required Class Discussion for Chapter 8 must be completed by 11:55 p.m. on 7/23
- Extra Credit Class Discussion for Week 5 must be completed by 11:55 p.m. on 7/23
- Extra Credit Class Discussion for Chapter 6 must be completed by 11:55 p.m. on 7/23
- Extra Credit Class Discussion for Chapter 7 must be completed by 11:55 p.m. on 7/23
- Extra Credit Class Discussion for Chapter 8 must be completed by 11:55 p.m. on 7/23
**3 7/24/12-7/30/12**  
Compensation  
Exam # 2 – Chapters 6, 7, 8, 9  
Performance Appraisal and Career Management  
Managing Labor Relations  

**Requirements for Week 3**  
- Complete Exam # 2 covering Chapters 6-9 must be completed by 11:55 p.m. on 7/30  
- Quiz 9 covering Chapter 9 due by 11:55 p.m. on 7/30  
- Quiz 10 covering Chapter 10 due by 11:55 p.m. on 7/30  
- Quiz 11 covering Chapter 11 due by 11:55 p.m. on 7/30  
- Required Class Discussion for Chapter 9 must be completed 11:55 p.m. on 7/30  
- Required Class Discussion for Chapter 10 must be completed by 11:55 p.m. on 7/30  
- Required Class Discussion for Chapter 11 must be completed by 11:55 p.m. on 7/30  
- Extra Credit Class Discussion for Chapter 9 must be completed by 11:55 p.m. on 7/30  
- Extra Credit Class Discussion for Chapter 10 must be completed by 11:55 p.m. on 7/30  
- Extra Credit Class Discussion for Chapter 11 must be completed by 11:55 p.m. on 7/30  

**4 7/31/12-8/6/12**  
Safety, Health, Well-Being, & Security  
Performance Management  
Performance Enhancement Techniques  

**Requirements for Week 4**  
- Quiz 12 covering Chapter 12 due by 11:55 p.m. on 8/6  
- Quiz 13 covering Chapter 13 due by 11:55 p.m. on 8/6  
- Quiz 14 covering Chapter 14 due by 11:55 p.m. on 8/6  
- Required Class Discussion for Chapter 12 must be completed by 11:55 p.m. on 8/6  
- Required Class Discussion for Chapter 13 must be completed by 11:55 p.m. on 8/6  
- Required Class Discussion for Chapter 14 must be completed by 11:55 p.m. on 8/6  
- Extra Credit Class Discussion for Chapter 12 must be completed by 11:55 p.m. on 8/6  
- Extra Credit Class Discussion for Chapter 13 must be completed by 11:55 p.m. on 8/6  
- Extra Credit Class Discussion for Chapter 14 must be completed by 11:55 p.m. on 8/6  

**5 8/7/12-8/9/12**  
Exam # 3 – Chapters 10-12 & 14  
Optional Comprehensive Final  

**Requirements for Week 5**  
- Complete Exam # 3 covering Chapters 10-12 & 14 by 11:55 p.m. on 8/8/12  
- Complete Optional Final Exam by 11:55 p.m. on 8/9/11