

Human Resource Strategy – Business 418

Doane College

Summer term

May 23 - July 23, 2016

(3 credit hours)

Instructor:

Bill Kostner MBA

Office: 402-441-6009

Email: william.kostner@doane.edu

Course Description:

This course provides advanced in – depth exposure to relevant human resource topics. Students apply human resource principles and tools to actual and simulated case situations. Topics include human resource planning and forecasting, recruiting and selection, performance appraisal, compensation administration and labor relations.

Course Outline:

- 1) Read & review chapter 1.**
- 2) Read & review chapters 2 & 3.**
- 3) Read & review chapter 4.**
- 4) Read & review chapters 5 & 6. Midterm due.**
- 5) Read & review chapters 7 & 8. Midterm due back today.**
- 6) Read & review chapters 9 & 10.**
- 7) Read & review chapters 11 & 12. Final due.**
- 8) Read & review chapters 1 – 12. Final due & paper due today.**

Course Learning Objectives:

- 1) Develop a general understanding of human resource strategy.**
- 2) Develop a better understanding of management options in human resource strategy.**
- 3) Learn advanced human resource principles.**

Text:

***Human Resource Management – Linking Strategy to Practice*, by Greg Stewart & Kenneth Brown, published by John Wiley & Sons, Inc., 3rd Edition, copyright 2014. ISBN# 978-1-118-58280-0.**

Grading Scale:

A+ = 98 – 100%; A = greater than 92 & less than 98 %; A- = 90 – 92%; B+ = 88 & less than 90%; B = greater than 82 & less than 88%; C+ = 78 & less than 80%; C = greater than 72 & less than 78; C- = 70 -72%; D+ = 68 & less 70%; D = greater than 62 & less than 68%, D- = 60 – 62%; F=<60

Grading:

Grades will be determined by the following, totaling 100% possible, per student:

1. Midterm -	25%
2. Final -	25%
3. Paper - 5 pages regarding “A CEO I Respect” for their strategic leadership.	25%
4. Paper - 5 pages regarding “How To Make My Company More Strategic”	25%

Total grade =	100%
---------------	------

Academic Integrity:

The Doane College Academic Integrity Policy will be adhered to in this class. All projects and tests will represent your own work. Any use of others ideas and words without proper citation of sources is plagiarism and will result in penalties to be determined by the instructor and/or the Dean of Undergraduate Studies.

Attendance:

As this is an online class, there are no class meetings. It is important that you notify your instructor or contact Doane College/Lincoln prior to any delay as this could result in a lowered, or failing, final grade.