

## **Business 625 - STRATEGIC HUMAN CAPITAL MANAGEMENT**

Doane University/Lincoln

Winter II Term, 2018 (3 credit hours)

Thursday Evenings 6pm-10:30pm

January 15, 2018 - Mar 10, 2018

### **Instructor:**

Bill Kostner MBA

E-mail: [william.kostner@Doane.edu](mailto:william.kostner@Doane.edu) A response may be expected within 24 hours.

### **Course Description:**

Finding the right people, engaging them well, and managing their development results in better organizational performance. Students in this course will learn how to assess an organization's human assets in the context of developing the strategic value of employees. The course provides a framework for students to integrate human capital management as part of the overall business strategy. Students will develop skills for mapping the growth of key competencies needed for organizational success and evaluating the readiness of their business units to accomplish each unit's strategic objectives. Upon conclusion of the course, students will know how to build a human capital strategic plan that will aid the organization in achieving its strategic goals.

### **Pre-requisite: Bus 602**

### **Course Learning Objectives:**

1. Develop a general understanding of strategic human capital management.
2. Understand a range of human resource capital management activities.
3. Develop the ability to build a human capital strategic plan.
4. Learn what strategic human capital can provide to a business.
5. Develop an understanding of critical human capital management.

### **Course Outline (by week):**

- 1) Read chapter 1.
- 2) Read chapters 2 & 3.
- 3) Read chapter 4. \*Group Presentations Must Be Set & Reserved By Today\*
- 4) Read chapter 5. \*Midterm Will Be Given Out In Class Today\*
- 5) Read chapters 6 & 7. \* Midterm Is Due In Class Today\*
- 6) Read chapter 8. \*Group Presentations Begin Today\*
- 7) Read chapters 9 & 10. \*Group Presentations Continue Today & Final Will Be Given Out In Class\*
- 8) \*Group Presentations Conclude Today & Your Final Exam and Paper Are Due Today\*

### **Text:**

*Strategic Human Resource Management*, 4th edition, by Jeffrey A. Mello,  
Published by Cengage Learning, copyright 2015. ISBN-13: 978-1-285-42679-2.

### **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 Exam-----25%

A midterm exam will be given out during the 4th session and is due during the 5th session. This midterm exam will cover materials found in the first 1-4 sessions.

2. Final Exam-----25%

A final exam will be given or during the 7<sup>th</sup> session and is due during our 8th session. This final exam will cover materials found in the last 5-8 sessions.

3. Group Presentation -----25%

During our first class, groups will be formed to work on one 20-25 minute presentation. This group presentation will focus on a human resource strategy that is or was in place at a specific Fortune 500 company of your choice. You will present as management consultants and discuss the HR strategy of the business under review. You will present to the class during one of our last few class sessions. The particular company chosen will be determined by the group, as long as no other group reserves that company first and it is approved by your instructor. All presentations must be identified by our third week's class session.

Presentations should have an opening, body and a closing, with a brief question and answer period following the presentation. A written outline, or summary, must be turned in to your instructor on the day of the group presentation, and all sources must be cited.

4. Paper Regarding Strategic Human Capital Management Strategies at Your Company-----25%

In a paper of at least 5 typed, double spaced pages, please describe the strategic human capital management strategies in place at your company, or at a company that you worked for in the past. List the human resource strategies at your company and what you would do to create a better strategy if you were the CEO.

Total.....100%

**Attendance Policy:**

Students are required to complete all assignments, even if absent. The only officially valid reason for missing class is an absence due to illness, or due to work sponsored trips or activities that are beyond your control. Please notify your instructor or contact Doane University/Lincoln prior to missing any class meeting. Phone use, texting, emailing or distracting use of laptops or tablets in class are not appropriate during our class time. Assignments turned in late will be graded down one letter grade for every day late.

**Study time:** Expectation of the amount of time the course requires students to spend preparing and completing assignments. (Typically, students could expect to spend approximately 12 hours a week preparing for and actively participating in this 8-week 3 credit hour course. This actual time for study varies depending on students' backgrounds.)

The Higher Learning Commission's, Doane University's accrediting body, definition of a credit hour can be accessed at this link <https://www.hlcommission.org/Policies/assignment-of-credits.html>

**Federal Credit Hour Definition:** A credit hour is an amount of work represented in intended learning outcomes and verified by evidence of student achievement that is an institutionally-established equivalency that reasonably approximates not less than: (1) one hour of classroom or direct faculty instruction and a minimum of two hours of out-of-class student work each week for approximately fifteen weeks for one semester or trimester hour of credit, or ten to twelve weeks for one quarter hour of credit, or the equivalent amount of work over a different amount of time; or (2) at least an equivalent amount of

work as required in paragraph (1) of this definition for other activities as established by an institution, including laboratory work, internships, practica, studio work, and other academic work leading toward to the award of credit hours. 34CFR 600.2 (11/1/2010)

**Late Work:** Students must complete 75% of the course work in order to receive an incomplete grade. If students fall more than two weeks behind, they cannot meet this requirement.

**Submitting Assignments:** Assignments shall submitted by email to the nstructor, or turned in in class.

**Academic Integrity:** Doane University expects and requires all its students to act with honesty and integrity, and respect the rights of others in carrying out all academic assignments. Academic dishonesty, the act of knowingly and willingly attempting or assisting others to gain academic success by dishonest means, is manifested in various measures. Gehring, et al, (1986) suggests that four categories of academic dishonesty exist1:

- 1) Cheating
- 2) Fabrication
- 3) Facilitating academic dishonesty
- 4) Plagiarism

For more information on academic integrity, please visit the website:  
<http://catalog.doane.edu/content.php?catoid=4&navoid=191>

**Accommodation:** – see student handbook <http://catalog.doane.edu/content.php?catoid=5&navoid=452>

**Student Support:** see student handbook <http://www.doane.edu/academic-success-center>

**Harassment:** see student handbook <http://catalog.doane.edu/content.php?catoid=5&navoid=452>

**Grade appeal process:** see student handbook <http://catalog.doane.edu/content.php?catoid=5&navoid=238>