



# DOANE UNIVERSITY SYLLABUS

<b>Course Title</b>	Strategic Human Capital Management
<b>Course Number</b>	BUS 625
<b>Number of Credits</b>	3
<b>Course Dates</b>	Oct 1 – Dec 9
<b>Instructor</b>	Paul Shelton
<b>Email Address</b>	(paul.shelton@doane.edu)
<b>Office Hours/Availability</b>	remote
<b>Phone Number</b>	Click or tap here to enter text.
<b>Textbook Information: (e.g. title, edition, publisher, ISBN)</b>	Armstrong's Handbook of Strategic Human Resource Management, 6 <sup>th</sup> Edition
<b>Additional Course Materials</b>	
<b>Course Description</b>	<p>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.</p>
<b>Program Outcomes</b>	<p>Graduates will demonstrate an understanding of ethical theories and practice and apply to their own leadership identity and decision making</p> <p>Graduates will evaluate data to assess organizational performance and human resources management</p>

<b>Course Learning Outcomes/Objectives</b>	<p>Describe a range of human resource management activities (e.g. recruitment, selection and assessment, succession planning, performance management, reward management, talent development, disciplinary, etc.)</p> <p>Describe how human resource management strategy is developed in response to internal and external environmental factors</p> <p>Describe the relationship between human resource management strategy and organizational performance</p> <p>Apply theories and concepts relevant to strategic human resource management (e.g., nature of work, employment relationship, psychological contract, etc.) in contemporary organizations</p> <p>Define the implications for the development of human resource management policies and practices applied by an organization and operating locally, nationally and internationally</p> <p>Describe the changing nature of human resource management (e.g. outsourcing, issues around the future of nature of work)</p> <p>Evaluate all human resource concepts and practices in cultural terms</p> <p>Evaluate the impact of human resource management strategies, concepts and values upon the organization's success</p> <p>Compare and contrast a range of approaches and models for human resource management including the nature of work, the employment relationship and the psychological contract</p>
<b>Technology Requirements</b>	<a href="https://www.doane.edu/fag/minimum-computer-requirements">https://www.doane.edu/fag/minimum-computer-requirements</a>

## Course Schedule

Week or Module	Topic	Content	Assessments Matched to Learning Outcomes	Due Date & Time
Module 1	HR Management	Read Chapter 1	Historical perspective, current state, and future trends of HRM	Week 1 Sunday 11:59
Module 2	Framework of Strategic HR	Read Chapters 2,3,4  Read Wells Fargo Article	1. Readings summaries 2. Week Two Discussion Forum 3. Journal posting	Due Sunday  Initial post Wed Friday
Module 3	HR strategy general	Read Chapters 5, 6, 7  Article: Using Internal Coaches	1. Current event assignment 2. Journal posting 3. Small group forum: Strategy development	Sunday  Friday Wednesday
Module 4	HR strategies I	Read Chapters 8, 9, 10	1. Readings summaries 2. Journal posting 3. Small group forum... Value of human capital 4. Select a strategy from this week's readings for the purpose of developing a short paper.	Sunday Friday Wednesday  Sunday
Module 5	HR strategies II	Chapters 11, 12, 13	1. Micro research paper on the Return on investment for employee benefits 2. Class discussion forum assignment over CSR and ethics 3. Using the strategy selected last week	Sunday   Wednesday

			please prepare a proposal for the paper project.	Sunday
Module 6	Specific HR strategies I	Chapters 14, 15, 16	<ol style="list-style-type: none"> <li>1. Readings summaries</li> <li>2. Journal posting</li> <li>3. Small group discussion forum... financial impact of employee engagement programs</li> <li>4. Using the strategy selected previously please prepare an outline for the paper project</li> </ol>	Sunday Friday Wednesday Sunday
Module 7	Specific HR strategies II	Chapters 17, 18, 19	<ol style="list-style-type: none"> <li>1. Class Discussion Forum: Employee Relations</li> <li>2. Micro Research Paper: Do rewards work and how do different rewards function across age differences?</li> <li>3. Using the strategy selected previously please prepare a rough draft for the paper project</li> </ol>	Wednesday Sunday Sunday
Module 8	International HRM	Chapters 20 and 21	<ol style="list-style-type: none"> <li>1. Journal</li> <li>2. Readings summaries</li> <li>3. Final class discussion forum</li> <li>4. Final draft for the paper project is due</li> </ol>	Friday Saturday Wednesday

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## Grading Assessments

Type of Assessment	Points	Total possible points
(e.g. Vocabulary Quiz)	(e.g. 10 points each (weeks 1-5))	(e.g.. 50)

**Grade Scale** (Grade scale will be program specific. Please check with the applicable Program Director for this information.)

A=90%-100%

B= 80-90%

C= 70-80%

D= 60-70%

F= 59% or below

<b>Participation Policy</b>	A student is expected to be prompt and regularly attend on-ground classes in their entirety. Regular engagement is expected for on-line courses. Participation in class discussions is an integral part of your grade.  (Faculty to insert any additional class participation; see resource page for ideas.)
<b>Study Time</b>	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.
<b>Late Work</b>	(Include expectations regarding late work; please see attachment for examples.)
<b>Submitting Assignments</b>	(Include expectations regarding students' submission of assignments, for example, in class or in Blackboard.)
<b>Communication Policy including Assignment Feedback</b>	(State your policy on timeliness of communicating with students and length of time needed before assignments will be graded, e.g. 48 hours.)
<b>Academic Integrity Policy</b>	New Academic Integrity Policy to be released AUTM 2018
<b>Academic Support</b>	Please contact academicsupport@doane.edu <a href="https://www.doane.edu/graduate-and-adult/academic-support">https://www.doane.edu/graduate-and-adult/academic-support</a>
<b>Disability Services</b>	<a href="https://www.doane.edu/disability-services">https://www.doane.edu/disability-services</a> Doane University supports reasonable accommodations to allow participation by individuals with disabilities. Any request for accommodation must be initiated by the student as soon as possible. Each student receiving accommodations is responsible for his or her educational and personal needs while enrolled at Doane University. Please contact Chris Brady at <a href="mailto:chris.brady@doane.edu">chris.brady@doane.edu</a> or

	402-467-9031 for assistance.
<b>Military Services</b>	<a href="https://www.doane.edu/graduate-and-adult/military">https://www.doane.edu/graduate-and-adult/military</a>
<b>Anti-Harassment Policy</b>	<a href="http://catalog.doane.edu/content.php?catoid=5&amp;navoid=452">http://catalog.doane.edu/content.php?catoid=5&amp;navoid=452</a>
<b>Grade Appeal Process</b>	<a href="http://catalog.doane.edu/content.php?catoid=5&amp;navoid=238">http://catalog.doane.edu/content.php?catoid=5&amp;navoid=238</a>
<b>Credit Hour Definition</b>	Doane University follows the federal guideline defining a credit hour as one hour (50 minutes) of classroom or direct faculty instruction and a minimum of two hours of out-of-class student work each week for approximately fifteen weeks (one semester), or the equivalent amount of work over a different time period (e.g., an 8-week term). This definition applies to courses regardless of delivery format, and thus includes in-person, online, and hybrid courses (combination of in-person and online). It also applies to internship, laboratory, performance, practicum, research, student teaching, and studio courses, among other contexts.
<b>Syllabus Changes</b>	Circumstances may occur which require adjustments to the syllabus. Changes will be made public at the earliest possible time.