

# College of Business

Tennessee State University

## Spring 2013 MGMT 4550 Course Syllabus

### LOCATOR INFORMATION:

Course Name: Strategic Human Resource Management

Credit Hours: 3

Contact Hours: 3

### INSTRUCTOR:

Name: Dr. Carrie Hurst,  
Dr. Kenneth Kungu  
Office: K-444, K-429  
Phone: 615-963-7341; 615-963-7379  
E-mail: [churst@tnstate.edu](mailto:churst@tnstate.edu);  
[kkungu@tnstate.edu](mailto:kkungu@tnstate.edu)

#### Office Hours:

Mondays	2:30-5:30pm	9:30-1:30 pm
Tuesdays	9:00-11:15am; 12:45-2:00pm	9:30-1:30 pm
Thursdays	9:00-11:15am; 12:45-2:00pm	

### REQUIREDTEXTBOOK & MATERIALS:

Mello, J.A. (2006). *Strategic Human Resource Management* (3rd ed.). Madison, OH: South-Western Cengage Learning.

### COURSE DESCRIPTION:

This course is the capstone for the HR program. This course explores the relationship between HR and organizational strategy, globalization, outsourcing and internal consulting. Specific topics covered are managing organizational culture, change management, vendor management, team building and leadership. Prerequisites: MGMT 4110, and MGMT 4070. (See TSU Catalog)

### COURSE OBJECTIVES:

The main aim of the course is to explore the relationship between Human Resource functions and organizational/corporate strategies. At the end of the course, students will be able to:

- Discuss the link between human resource functions and corporate objectives and strategies
- To align human resource functions with the goals and strategies of the organization or departments served by Human Resources.
- To determine ways to measure the effectiveness of an organization's human resources.
- Plan for workforce needs with an emphasis on staffing, performance management, compensation, labor relations among other Human Resource functions

### **ACADEMIC INTEGRITY:**

Academic honesty and integrity lie at the heart of any educational enterprise. Students are expected to do their own work and neither to give nor to receive assistance during quizzes and examinations. Deliberate violations of academic integrity (plagiarism, cheating, misrepresentation, of information) and fabrication are not tolerated. Actions outlined in the Tennessee State University Student Handbook under Code of Student Conduct will be followed for incidents of academic misconduct.

### **REASONABLE ACCOMODATIONS:**

Any students requiring accommodations should contact Patricia Scudder, Director of Students with Disabilities-Disabled Student Services Office, at 963-7400, preferably before the fourth class meeting. The College of Business, in conjunction with the Office of Disabled Student Services, makes reasonable accommodations for qualified students with medically documented disabilities. I need to be aware of your status if it will affect your class activities and assignments---before assignments are due.

### **CODE OF STUDENT CONDUCT:**

There will be no eating, drinking, sleeping or disruptive behavior in the classroom. Each student is encouraged participating in classroom activities, asking questions, and working along with the class as recommendations/problem solutions to illustrations, examples, and cases are examined. Additionally, cell phones must be turned off upon entering the classroom and should remain so until class has ended. Action will be taken against students who do not adhere to appropriate classroom behavior.

### **COURSE REQUIREMENTS:**

#### **ELEARN WRITTEN ASSIGNMENTS:**

You will be assigned to read chapters from the class text, one chapter each week (see schedule below). Based on your readings you will respond to discussion board questions as directed.

#### **EXAMINATIONS:**

Examinations will be in the form of case studies, a mid-term and a final. Specifications for the responses to the case studies will be provided with the case study. It will involve writing a memo which should: 1) summarize the key issues in the case; 2) make recommendations on how the issues should be handled; & 3) provide a justification for the recommendations

#### **CLASS PROJECT:**

You will be required to complete a project which will investigate a local small business/organization – its history, mission, strategy, complete a SWOT analysis of the organization - and based on that investigation recommend some HR strategies.

What to include in the report:

- Description of the organization – history, type of business, size, main clientele
- Mission statements – organizational mission statement and HR mission statement. If none exists, write some
- Swot Analysis – see attached paper for what to include on Environmental analysis/Organizational self-assessment
- Current strategy – Your assessment (growth, stability or turn-around) and rationale for this assessment – use mission, goals, annual reports, balance sheets
- HR recommendations – based on the above, make specific HR recommendations e.g. staffing, job design, training and development, performance management, feedback etc

#### **PROFESSIONAL ACTIVITIES:**

You will be required to attend four professional development activities, and write a one-page reflection paper on the activity. Recommended activities include: attend a MT-SHRM meeting that has a speaker; interview a senior HR professional (HR Manager and above); attend a Career Center event (e.g. resume workshop, mock interview, career counseling session, invited speaker series etc); suggest any other activity for approval. In all cases, means for verifying participation in the event will be devised.

**TECHNICAL SUPPORT:** Students may get assistance with computer-related problems by emailing the D2L helpdesk at [Helpdesk@desire2learn.com](mailto:Helpdesk@desire2learn.com) or contacting Connect technical support: <http://mpss.mhhe.com/contact.php>; **1-800-331-5094**

**GRADING:**

Your final grade will be computed in the following manner:

Elearn Written Assignments:	20%
Examinations (20% each):	40%
Class Project:	20%
Professional Activities:	20%
<b>Total:</b>	<b>100%</b>

**A = 90+, B = 89.9-80.0, C = 79.9-70.0, D = 69.9-60.0, F=59.9-0**

## TENTATIVE SCHEDULE

<b>Date</b>	<b>Reading</b>	<b>Topic</b>	<b>Due</b>
1/22	Syllabus Chapter 1	<i>Introduction to the course Investment Perspective of HRM</i>	Student Check Sheet
1/29	Chapter 2	<i>Social Responsibility and Human Resource Management</i>	Discussion Question 1
2/5	Chapter 3 Chapter 4	<i>Strategic Management Evolving and Strategic Role of HRM</i>	Discussion Question 2 Professional Activity 1 <b>Project Proposal – Company Chosen</b>
2/12	Chapter 5	<i>Human Resource Planning</i>	Discussion Question 3
2/19	Chapter 6	<i>Design and Redesign of Work Systems</i>	Discussion Question 4
2/26	Chapter 7	<i>Employment Law</i>	Discussion Question 5 <b>Description of the Organization Mission Statements</b>
3/5	Chapter 8	<i>Staffing</i>	Discussion Question 6 Professional Activity 2
3/12	Spring Break	Spring Break	
3/19	Chapter 9	<i>Training and Development</i>	Discussion Question 7 Mid-term Take Home
3/26	Chapter 10	<i>Performance and Management Feedback</i>	Discussion Question 8 <b>SWOT Analysis Current Strategy; HR Strategy</b>
4/2	Chapter 11	<i>Compensation</i>	Discussion Question 9 Professional Activity 3
4/9	Chapter 12	<i>Labor Relations</i>	Discussion Question 10
4/16	Chapter 13	<i>Employee Retention and Separation</i>	Discussion Question 11 <b>HR Strategy Recommendations</b>
4/23	Chapter 14	<i>Global HRM</i>	Discussion Question 12 Professional Activity 4
4/30		<i>Class Project Work Week</i>	<b>Class Project Paper</b> Final Exam Take Home <i>Due – 5/1</i>
5/7		<i>Finals Week</i>	

**This is a tentative schedule subject to change at instructor's discretion.**

