

**MGMT 44428/44301: HUMAN RESOURCE MANAGEMENT
SUMMER 2020
SECTION Y01
DISTANT LEARNING**

This is an accelerated summer course. A normal 14-week semester is condensed into six weeks. Therefore, it is crucial that you complete all required readings, homework, website assignments, and class discussions by the respective due dates. Late work will be accepted with a penalty. However, class discussions cannot be made up after their due date.

PROFESSOR: Brian K. Chupp, Ph.D.

OFFICE: KRAN 526

OFFICE HOURS: Please feel free to contact me with any questions you might have. Email is the best method for reaching me. If you need to speak with me, please email me and we can schedule a phone or web conference.

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E-MAIL: bchupp@purdue.edu (best way to reach me)

WEBSITE: <http://www.krannert.purdue.edu/bchupp/>

CLASS MEETING TIMES: Asynchronous Online
May 18, 2020 – June 28, 2020

TEACHING ASSISTANT: Lizzy Embree
Email: eembree@purdue.edu

TEXTBOOK: Lepak, D. & Gowan, M. *Human Resource Management: Managing Employees for Competitive Advantage*. Chicago Business Press, 2017 (4th Edition).

The online component to the course includes the ebook, narrated chapters overviews, lecture Powerpoint slides, industry example vidoes, flashcards, a discussion case video, discussion forum, and chapter quizzes. Access is included with the purchase of a new copy of the book. Or you can go paperless by buying access. Instructions can be found on Brightsapce.

BRIGHTSPACE: Due to the online nature of this class, the easiest way to disseminate information is through postings on Brightspace. You will receive an e-mail when I submit a new posting, but please check the announcements section several times a week. If class schedule needs to be altered due to an emergency, this will be my principal way of communication.

WEB ACCESS TO COURSE INFORMATION AND POWERPOINT SLIDES*:

To access course information go to Purdue Brightspace or the following link:

<https://purdue.brightspace.com>

COURSE OBJECTIVES: The object of this course is to introduce you to modern Human Resource Management (HRM) policies and practices. As such, we are interested in how HRM should be used to create and implement competitive advantages in various types of organizations, and how and to what degree Human Resources will increase the effectiveness of those firms. Based on the best available theory, empirical research, and organizational practice we will work to develop a sound understanding of the capabilities (and limits) of leading edge Human Resource Management.

The course is taught from the perspective of the general manager, rather than an HRM specialist. It focuses on the application and effects of HRM, and how the HR System can increase the effectiveness of the firm. Topics focusing on the nature of managerial work, recruiting, selection, performance measurement and feedback, compensation, employee benefits, and others are designed to help students understand how their own careers will be affected by each of these systems, and the roles they must play as managers responsible for executing each of these systems.

LEARNING OUTCOMES/OBJECTIVES:

1. Appreciate the value of HRM to their future role of manager/leader for an organization
 - Explain how research has shown the importance of HRM to an organization's competitive advantage
 - Explain the various ways HRM brings value to the competitive advantage of an organization
 - Describe ways in which HRM will help them become more successful in their career
 - Proposes action plans that utilize HRM activities to increase organizational performance
2. Analyze the relationships between the 8 HR Practices and how they are influenced by the various HR Challenges
 - Identify and explain the eight HR Practices
 - Compare and contrast the eight HR Practices
 - Explain the importance of HR Practices alignment
 - Identify and explain the three HR Challenges
 - Describe how these HR Challenges influence the management of employees

3. Apply the Employment Portfolio method to your own organization or to a sample organization
 - Explain the major components of the Employment Portfolio
 - Analyze the various job positions in an organization and assign them to the appropriate quadrant in the Employment Portfolio
 - Design an appropriate HR system for a particular employee group in the Employment Portfolio of a sample organization
 - Discuss how to manage an Employment Portfolio
 - Create a plan to change a deficient HR system to make it more effective

ACADEMIC INTEGRITY: There will be a *Zero-Tolerance* policy for lack of personal integrity in this course. At a minimum, cheating will result in a grade of “F” on the assignment or exam in question. *It is also possible that a student will fail the class as a result.* It is always best to avoid the very *appearance* of cheating. To become familiar with Krannert and Purdue’s guidelines go to: <https://www.purdue.edu/odos/academic-integrity/>

ACCOMMODATIONS: If you need any kind of special accommodations for accessing online material or testing, please do not hesitate to ask. Let me know as soon as a situation develops so we can address any situation quickly. Additional information can be located at <http://www.purdue.edu/odos/drc/>

GRADING AND EVALUATION: Consistent with the grading system (i.e., “+” and “–” letter grades), final grades will be based upon the following criteria, weighted as specified:

Discussion Board Posts	20%
Weekly Assignments	20%
Chapter Quizzes	10%
Exam 1	25%
Exam 2	25%

UNDERGRADUATE MANAGEMENT PROGRAMS GRADING POLICY: The Krannert School of Management has recommended a grade distribution mean of no higher than 3.0 (or average grade of “B”) for this and other upper division required undergraduate Management courses.

ACTIVE PARTICIPATION: Active participation is a must in this course. It is expected that you will fully participate in the online discussions, weekly assignments, as well as being an active supporter of your peers in this online learning environment. Because assignments are strongly tied to course material, as well as discussion activities, it is especially important not to miss these activities in a given week. This means posting your own thoughts about the topics, commenting on others’ ideas, and responding to questions and suggestions made in response to your own postings.

DISCUSSION BOARD POSTS: Discussion Boards are a substitute for in-class conversations and discussions. Students are given the opportunity to exchange views, raise questions and issues that can fuel scholarly discussions. It gives students an opportunity for thoughtful, in-depth reflection on course topics and questions posed by the instructor and classmates.

Each week, students will be given question(s) posed by the instructor and will be expected to answer the open-ended questions or develop a solution to an open-ended problem with multiple potential solutions. You will be required to start your own discussion thread with such input as well as respond thoughtfully to what someone else wrote in his or her discussion thread. Discussion threads may be continued for multiple weeks, if the sharing seems worthwhile.

WEEKLY ASSIGNMENTS: A number of weekly assignments will be given throughout the course to aid in course learning. These will contribute to the assignments/participation portion of your grade for the course. Participation is important since not only does it aid in learning the material presented, but also helps you refine your communication skills.

CHAPTER QUIZZES: There is a quiz for each chapter of the textbook. Each quiz will consist of 15 questions. When taking a quiz, please be sure *all* questions are answered prior to submitting the quiz for grading. Each quiz will have a **30-minute time limit**. Therefore, if you attempt to take the quiz without reading the material beforehand, you may find that you do not have enough time to finish.

EXAMS: Exams 1 & 2 will be multiple-choice, on-line exams. The exam questions will cover the assigned readings and material presented in the lecture videos. Each exam will be have a **75-minute time limit**. Once you begin the exam, you must complete it at that time. Whether complete or not, your answers will be automatically saved and submitted when the time expires. Therefore, if you attempt to take the exams without adequate preparation, you may find that you do not have enough time to finish. **Exam dates are mandatory. Make-up Exams will not be given.**

****You will be using a proctoring service to take the exams from your home. The estimated cost for each exam is -\$22.50.** You will pay this fee when you schedule your exam time. Instructions for getting set up with the proctor service can be found on Brightspace. These exams will be closed book with no access to videos or text or notes. You can use a simple calculator that has no text or communication capability.