

LINCOLN UNIVERSITY

DEPARTMENT OF BUSINESS AND ECONOMICS

BA 217 – PERSONNEL MANAGEMENT

**Course Units:** 3 units

**Lecture Hours:** 45

**Semester:** Fall 2012

**Dr. Merwyn A. “Pete” Bogue, Jr., Associate Professor of Business Administration**

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**Office hours:** By appointment

**Catalogue Course Description:** A survey of principles and practices related to development of sound personnel relationships with reference to employment recruiting and selection, training, job evaluation, performance appraisal, discipline, wage and salary administration, labor relations, safety, supervision, morale building, government regulations and other matters. (3 units)

**Prerequisites:** Upper division standing.

**Co-requisites:** None

**Instructional Materials and References:** Dessler, Gary, “Human Resource Management,” (Upper Saddle River, New Jersey: Prentice-Hall),

13th edition (2012); ISBN-10: 0132668211, ISBN-13: 978-0132668217

12th edition (2010); ISBN-10: 013608995X, ISBN-13: 978-0136089957

**Companion Web Site:** [www.prenhall.com/dessler](http://www.prenhall.com/dessler)

This powerful Prentice-Hall Web site offers chapter-specific current events, Internet exercises, online study guide, and downloadable supplements.

**Topical Outline:** The course provides a complete, comprehensive review of essential personnel management concepts and techniques such as equal opportunity and the law, job analysis, recruitment and placement, testing, training and development, compensation, benefits and employee services, labor relations, employee safety and health, and International human resources. An integrating theme throughout the course is “The High Performance Organization: Building Better, Faster, More

**Competitive Organizations through Human Resources.” A second integrating theme is that of creating competitive advantage by fostering employee commitment.**

**Instructional Methods:** Lectures supported by PowerPoint slides, discussion groups, class handouts and accompanying exercises, written and/or video case studies, Internet based exercises and/or quizzes, walking field trips to local businesses and/or government agencies, and guest lecturers when appropriate.

**Assignments:** Various chapter behavioral objectives and readings in the textbook, related course exercises, written cases and selected case questions to be answered will be assigned during the course. Particular attention should be directed to chapter behavioral objectives and summaries containing implications for managers since they help to organize the content of the chapters and to identify the most important information to be included in the course examinations. Completion of reading assignments prior to the class dates is essential not only to understanding the subject matter but also to enhancing the quality of participation in class.

**Textbook Chapter Learning Objectives:**

**\*\*Chapters to be covered in course. Other chapters may be covered in lectures but will not be included in the content of quizzes or exams.**

**\*\*Chapter 1 The Strategic Role of Human Resource Management**

**\*\*Chapter 2 Equal Opportunity and the Law**

**Chapter 3 Strategic Human Resource Management and the HR Scorecard**

**Chapter 4 Job Analysis**

**\*\*Chapter 5 Personnel Planning and Recruiting**

**Chapter 6 Employee Testing and Selection**

**\*\*Chapter 7 Interviewing Candidates**

**\*\*Chapter 8 Training and Developing Employees**

**\*\*Chapter 9 Performance Management and Appraisal**

**\*\*Chapter 10 Managing Careers**

**Chapter 11 Establishing Strategic Pay Plans**

**\*\*Chapter 12 Pay-For-Performance and Financial Incentives**

**\*\*Chapter 13 Benefits and Services**

**Chapter 14 Ethics, Justice, and Fair Treatment in HR Management**

**\*\*Chapter 15 Labor Relations and Collective Bargaining**

**\*\*Chapter 16 Employee Safety and Health**

**\*\*Chapter 17 Managing Global Human Resources**

## **Assessment Criteria:**

### **Grading Scale (Point/Grade Conversion):**

<b>100-95 A</b>	<b>76-74 C</b>
<b>94-90 A-</b>	<b>73-70 C-</b>
<b>89-87 B+</b>	<b>69-67 D+</b>
<b>86-84 B</b>	<b>66-64 D</b>
<b>83-80 B-</b>	<b>63-60 D-</b>
<b>79-77 C+</b>	<b>59 or &lt;F</b>

### **Assigned Grade Percentages:**

- 25% Mid-term exam**
- 25% Final exam**
- 25% Written case studies**
- 15% Course exercises**
- 10% Attendance**

**Course Standards:** Students will be responsible to attend all lectures and complete the textbook chapter readings, mid-term examination, final examination, written and/or video case study analyses, Internet assignments and/or quizzes, and participate in class discussions and exercises, and field trips when applicable.

**Integrity and Quality of Scholarship:** Integrity of scholarship must be maintained at all times. Plagiarism (copying directly from an author's work) is not permitted. All written work is to be word-processed unless otherwise indicated and should reflect college-level ability in English structure, grammar, spelling, and sophistication of analysis.

### **Methods of Evaluating Students:**

**Attendance:** Regular attendance at classes is essential. Excessive absences may result in lowering of the final course grade or even dismissal from class resulting in a loss of credit. Absences due to illness may be excused provided the absence excuses are accompanied by a licensed medical practitioner's signed note or letter attesting to the period of illness. Students are responsible for making up the class work missed.

**Examinations:** The mid-term exam covering chapters 1, 2, 5, 7, 8, 9, and the final exam covering chapters 10, 12, 13, 15, 16, 17 will each consist of short answer and/or essay questions evaluating the student's understanding of the basic concepts, terms, processes, and issues covered in the course.

**Case Studies:** Students are required to submit assigned case studies. Your case study solutions should cover the case scenarios in some detail, sources in addition to the class text should be used such as outside readings, computer searches, etc., the bibliographies, as well as facts and figures, must be documented by proper

**annotation and referencing, and you should summarize the outcome or major concluding points of the case studies applying relevant concepts, theories, systems, strategies, and practical applications found in your textbook. You may submit attachments with your case studies, graphs, charts, etc., but sources must be properly documented.**

**Supplemental Materials:** Handouts may be distributed during the class on HRM related topics as deemed appropriate by the instructor. You may be held responsible for the content of handouts on the course examinations.

**Modification of the Syllabus:** The instructor reserves the right to modify this syllabus at any time during the course. An announcement of any changes will be made in class.

**NB (Note well):** Read all assigned chapters in preparation for the examinations without regard to lectures which may supplement rather than follow the text.

**Electronic Devices:** Cell phone ringers must be turned off while in the classroom and placed in a vibrating mode. If you must answer a call, please do so in the hallway outside the classroom where you will not disturb other students. Laptops are permitted in class but can only be used to run the textbook chapter outlines and/or take notes while the lectures are in progress unless otherwise instructed.

**Meeting days/times: Monday/Wednesday, 3:30 PM to 6:15 PM**

**Monday, October 15, Chapter 1, The Strategic Role of Human Resource Mgmt.**

**Wednesday, October 17, Chapter 2, Equal Opportunity and the Law**

**Monday, October 22, Chapter 5, Personnel Planning and Recruiting**

**Wednesday, October 24, Chapter 7, Interviewing Candidates**

**Monday, October 29, Chapter 8, Training and Developing Employees**

**Wednesday, October 31, Chapter 9, Performance Management and Appraisal**

**Monday, November 5, Mid-term Examination (Chapters 1, 2, 5, 7, 8, 9)**

**Wednesday, November 7, Chapter 10, Managing Careers**

**Monday, November 12, Veterans Day (Holiday)**

**Wednesday, November 14, Chapter 12, Pay for Performance and Financial Incentives**

**Monday, November 19, Chapter 13, Benefits and Services**

**Tuesday-Sunday, November 20-25, Fall Recess (Thanksgiving Holiday)**

**Monday, November 26, Chapter 15, Labor Relations and Collective Bargaining**

**Wednesday, November 28, Chapter 16, Employee Safety and Health**

**Monday, December 3, Chapter 17, Managing Global Human Resources**

**Wednesday, December 5, Final Examination (Chapters 10, 12, 13, 15, 16, 17)**

**ALL ASSIGNMENTS DUE; NO EXCEPTIONS!**

**Saturday, December 8, Fall Semester Ends**

**Date Syllabus Was Last Reviewed: August 2, 2012**