



COURSE INFORMATION			
Course Title: MGT380 Strategic Human Resource Management		Semester: July Session, 2020	
<p>CLASS HOURS: Monday through Friday, 180 minutes each day, for three weeks. At the end of each week there will be a one-hour discussion session; the instructor will also be available by appointment.</p> <p>Discussion Section : 1 hour each week.</p> <p>Field Trip: According to professors' teaching plan.</p>		CREDITS(s): 3	
OVERVIEW			
<p>Welcome to Strategic Human Resource Management, a core management course that aims to expose students to a strategic approach to utilizing the talent and opportunity within the HR Department to effectively support organizational goals. The main objective is to develop a student's capacity of aligning human resources management practices with the goals of other departments and overall organizational goals. As a strategic partner in organizational success, SHRM focuses on aligning their objectives with the mission, vision, values, and goals of the organization. Course structure includes investment perspective of HRM; diversity, ethics and social responsibility; the evolving/strategic role of HRM; design and redesign of work systems; staffing; performance management and feedback; and global HRM.</p>			
LEARNING OUTCOME			
<p>After successfully completing this course you should be able to:</p> <ul style="list-style-type: none"> ● To develop a knowledge and understanding of theories, models, frameworks, tasks, and roles associated with strategic HRM. ● To foster intellectual skills for effective qualitative problem solving and decision-making on people issues and other situations. ● To advance professional practical skills including the ability to work with case studies; the ability to present data and argument within time constraint; self-awareness, openness and sensitivity to diversity in terms of people, cultures, business and management issues. ● To promote transferable (key) skills such as learning to learn and developing an appetite for reflective, adaptive and collaborative learning; and the interpersonal skills for effective listening, negotiating, persuasion and presentation. 			
LEARNING RESOURCES			
Suggested textbooks:			
Title:	Strategic Management of Human Resources (5th Edition)		
Author:	Mello, J.A.		
Publisher:	South-Western Cengage Learning		
Published:	2018		
WEEKLY SCHEDULE			
Week	Day	Topic	Reading
1	1	Negotiation: The Mind and the Heart An investment	Chapter 1

Disclaimer: Course schedule is subject to change and you will be responsible for abiding by any such changes.



		perspective of HRM	
	2	Diversity, ethics and social responsibility	Chapter 2
	3	No class	
	4	Case: Axel Springer and the quest for the boundaries of corporate responsibility	Chapter 1&2
	5	Review and Revision	
2	1	Design and redesign of work systems	Chapter 6
	2	Staffing	Chapter 8
	3	Case: SG Cowen: New recruits	Chapter 6&8
	4	Review and Revision	
	5	Mid-term Examination	
3	1	Performance management and feedback	Chapter 10
	2	Global HRM	Chapter 14
	3	Case: Wendy Peterson	Chapter 10&14
	4	Review and Revision	
	5	Final Examination	

ASSESSMENT

Assessment Task	Weighting
Attendance and Participation	10%
Group case presentation	20%
Pop-up Quiz's (3)	15%
Mid-term Examination	25%
Final Exam (Team Executive Presentation)	30%
Total	100%

DETAILS ON GRADE COMPONENTS

Attendance and Participation: Students are required to attend all classes and participate actively. Students should treat their classroom obligations as they would treat any serious professional engagement. Your participation grade will be based on the instructor's assessment of how well you contribute to classroom dynamics relative to your class peers.

NB: In case of an absence, the student is responsible for the materials and assignments for that class; it is the student's responsibility to inform the instructor regarding absences and assignments that are missed. **Unexcused absence from three or more scheduled class sessions will be grounds for failure in this course.** If you do have to miss class due to a personal emergency, please let the instructor know as soon as possible. Such emergencies will be dealt with on a case-by-case basis.

Participation grades will be based on **quality** (in-class performance that reflects intellectual depth, insightfulness, and contribution to class learning) and **quantity** (consistency and regularity of performance).

Accordingly, **you are expected to read the related chapters before participating the class.** Be prepared to be called upon to "open" a class discussion by presenting your full analysis and thoughts on the assigned topic at the start of class, or to be asked through a "cold call" for

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comment during the discussion.

The grading of class participation is necessarily a subjective exercise. However, high-quality comments have one or more of the following characteristics: **(1) insightfulness, (2) appropriate application of course concepts, and (3) advancement of the in-class discussion at hand.**

Group Case Presentation:

The case study presentation assessments will be based on teamwork. Students will be asked to form teams. Team members are expected to work cooperatively as a group and will receive the same evaluation for their work regardless of the individual variation in their contribution.

Although everyone is expected to come to the classes being prepared for discussion, the assigned teams are to formally present its analysis and lead a discussion. After presentation, each team is to upload its presentation materials on ONPS (EAS) for other students to view.

Evaluation will be based on the overall quality of the presentation – how rigorous, disciplined, creative and how much it is to the points in issue. Time management (20 minutes including Q&A) will be strictly enforced.

Pop-Up Quiz:

1. Three comprehensive quizzes will be given during the course.
2. Each student is encouraged to take notes independently to prepare for the quizzes.

Mid-term Examination and Final Examination

An in-class mid- term examination will be administered during the end of Week 2, and an in-class final examination will be administered at the end of the course. Details of content, exam format, etc. will be announced in class well before the examination dates.

Mid-semester exam is 1.5-hour duration with no reading time. The End -of-semester exam will be of 2-hour duration (after 15 minutes reading time). All exams are closed book.

ALL students are clearly informed by ONPS that late transit is never an acceptable factor for exams, and that special consideration will never be granted for that cause. It is each student's responsibility to arrive early to campus for the exam. University policy stipulates that entry to exams is not permitted after the first half hour.

To check your understanding as you study, unassessed homework problems and exercises will also be provided, along with solutions.

Course Grading:

Upon completion of this course, you receive a final grade. A final grade is a letter grade that carries with it a numerical value, as outlined below.

Grade	Mark
A	80-100
B	70-79
C	60-69

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D	50-59
E	0-49

To pass this subject, students are required to obtain Grade C or above in order to satisfy all the intended learning outcomes.

CLASSROOM ETHICS & COURSE POLICIES

Being respectful of others' opinions, values and culture

Cell phones are only permitted when the usage is related to the course. Absolutely **NO TEXTING** during class will be tolerated. If you have an emergency situation and you must be able to be reached, set the phone to vibrate and leave the room immediately when it goes off.

Any student with a documented disability needing academic adjustments or accommodations should notify the instructor or the program administrator before the start of the program, so such an arrangement will be made accordingly.

Any student who anticipates a schedule conflict because of religious reasons should make arrangements within two weeks of the start of class.

Academic misconduct

Please follow the guideline of the university policy. Academic dishonesty or misconduct will not be tolerated and may result in disciplinary action including a grade F for the course. Work submitted must be the original work of the student. Original work may include the words and ideas of others, but the source of these words and ideas must be indicated in a manner consistent with an academically recognized form, style, and citation manual. Resubmission of work previously presented in another course is prohibited.