TEXAS A&M UNIVERSITY - TEXARKANA  
MGT 495 - HUMAN RESOURCE MANAGEMENT  
SPRING SEMESTER 2011  
Course Syllabus

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CONFERENCE HOURS: N/A  
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COURSE TIMES: Thursdays: 6:00-8:45 pm; Room UC-214

CATALOG DESCRIPTION: The principles, policies, and practices currently related to the organization and administration of a human resource management department; employment, promotion, and retirement; comparative analysis of such human resource practices as performance evaluation instruments, job evaluation, safety and welfare programs.

PREREQUISITES: MGT 395: Principles of Management


BBA LEARNING GOALS: At the completion of your degree our BBA graduates should be proficient in the following areas:

Goal 1: Our graduates will be competent in the broad business disciplines that underlie the BBA degree.

Goal 2: Our graduates will be competent in the discipline of their chosen major or concentration.

Goal 3: Our graduates will demonstrate critical thinking skills.

Goal 4: Our graduates will be able to communicate effectively in writing and in front of a group.

Goal 5: Our graduates will be competent in the use of analytical tools via business software tools.

Goal 6: Our graduates will be able to properly integrate business disciplines in developing holistic, multi-functional solutions.

Goal 7: Our graduates will be able to correctly analyze financial statements.
COURSE OBJECTIVES: To provide the student with a basic understanding of human resources: the management of human resources and the environment in which they exist. Upon successful completion of the course, the student will:

1. Understand the partnership of human resource managers and line managers and the differences in their roles.
2. Know the human resource requirements of an organization and be able to identify the various sources and means of filling these requirements.
3. Have an understanding of employee rights and discipline.
4. Be able to describe the career development process as it relates to an individual and to the organization.
5. Be able to identify the various theories of motivation, leadership and high performance systems and explain the uses to which management can put these theories.
6. Understand the function of labor unions and the reasons workers may have for joining them.
7. Be able to identify the common objectives of a compensation program.
8. Be able to develop a personnel appraisal program to evaluate the effectiveness of an organization's human resources.

COURSE REQUIREMENTS AND METHODOLOGY:

MGT 495: Human Resource Management is a course being offered in classroom sessions. Course grades for the semester will be a combination of individual case study reports and four exams. The case study reports should be prepared in MS-Word and submitted to the professor via e-mail or print. Plagiarism will not be tolerated. Individual students will lead discussion of their case reports in class in order to highlight key findings and arguments.

The course assignments appear in the course syllabus under the heading, Class Schedule.

EVALUATION:

Case Studies: Students will complete three case studies as identified in the class schedule below. Case study reports should be between 750 and 1,000 words (12-point font, 1-inch margins, double-spaced) and each will have a maximum value of 50 points. You should be prepared to discuss your case reports as called upon in class.

Grading Scale: Two 50-Point Case Study Reports & One 25-point Production Simulation (Without Report): 0-125 points
Four 100-Point Examinations: 0-400 points

Maximum Points Available: 525 points
A = 473 or more points  
D = 315 – 367 points

B = 420 – 472 points  
F = Fewer than 315 points

C = 368 – 419 points

CLASS SCHEDULE  
(Subject to Revision)

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>Thursday, January 20</td>
<td>Course Orientation &amp; Chapters 1 &amp; 2: Main Campus, UC Room 214: 6:00 p.m.</td>
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<tr>
<td>January 27 (NO CLASS)</td>
<td>Case Study I: &quot;Misplaced Affections: Disch. for Sex'1 Harassment&quot;, pp. 142-143</td>
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<tr>
<td>February 3 (In Class)</td>
<td>Class Discussion: Chapter 3</td>
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<td>February 10 (In Class)</td>
<td>Class Discussion: Chapter 4 &amp; Exam I Prep.</td>
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<td>February 17 (In Class)</td>
<td>Exam I: Chapters 1-4</td>
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<td>February 24 (In Class)</td>
<td>Class Discussion: Chapters 5 &amp; 6</td>
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<tr>
<td>March 3 (In Class)</td>
<td>Class Discussion: Chapters 7 &amp; 8</td>
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<td>March 10 (In Class)</td>
<td>Exam II: Chapters 5-8</td>
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<tr>
<td>March 17 (NO CLASS)</td>
<td>SPRING BREAK</td>
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<td>March 24 (In Class)</td>
<td>Class Discussion: Chapters 9 &amp; 10</td>
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<td>March 31 (In Class)</td>
<td>Class Discussion: Chapter 11 &amp; 12</td>
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<td>April 7 (In Class)</td>
<td>Exam III: Chapters 9-12</td>
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<td>April 14 (In Class)</td>
<td>Case Study II: “You Can’t Fire Me! Check Your Policy”, page 608, (@ end Chap. 13)</td>
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<tr>
<td>April 21 (In Class)</td>
<td>Class Discussion: Chapters 13 &amp; 14</td>
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<td>April 28 (In Class) 6:00-9:00 p.m.</td>
<td>Case Study III - Production Simulation Required Attendance - No Written Report Due</td>
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<tr>
<td>May 5 (6:00 p.m., In Class) in UC 214</td>
<td>Exam IV (FINAL): Chapters 13-16</td>
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Disability Accommodations: Students with disabilities may request reasonable accommodations through the A&M-Texarkana Disability Services Office by calling 903-223-3062.

E-Mail: Upon application to Texas A&M University-Texarkana an individual will be assigned an A&M-Texarkana email account. This email account will be used to deliver official university correspondence. Each individual is responsible for information sent and received via the university email account and is expected to check the official A&M-Texarkana email account on a frequent and consistent basis. Faculty and students are required to utilize the university email account when communicating about coursework.