

► **Course Syllabus: HRM**

• **TEXT & MATERIALS**

Noe, Raymond A. (et. al)  
Human Resource Management (5<sup>th</sup> Edition). McGraw-Hill, Irwin

• **CLASS STRUCTURE:**

Class sessions may include lectures, discussion groups, contemporary business articles and publications, speakers and audio-visual materials.

• **COURSE DESCRIPTION:**

Overview of concepts, skills, theories and techniques involving human resource management and a review of examples involving innovative HR practices in the workplace.

• **OTHER READING:**

Current business publications reviewed for developments in the business world and, also, for the impact and implications of such developments on business organizations & HRM.

- Required: Contemporary publications regarding business developments will be assigned for class review and discussion and will be incorporated into final grade.
- Suggested: ( On-line or at the Library ) *Business Week, Forbes, Fortune, Investor's Business Daily, Wall Street Journal, etc.*

• **APPOINTMENTS:**

Appointments should be made a week in advance and will generally be scheduled for 30 minutes. Contact me to request an appointment. Email and telephone communications will be answered as quickly as possible. **Office:** Memorial Hall, 213 – 612-330-1537, email: furia@augsborg.edu

• **COURSE REQUIREMENTS AND OUTLINE**

The course outline is suggestive and will be modified as the course progresses. It is the responsibility of the students for completion of reading assignments and any additional assignments that are required. Attendance is expected for Augsburg College students. Email me for any anticipated absences, advance approval is expected.

• **THE MISSION OF COLLEGE**

Augsburg College provides educational experiences and opportunities that transform theory into action and unite the liberal with the practical in preparing its students as leaders for service in a global society.

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**HUMAN RESOURCE MANAGEMENT • BUSINESS 340 • AUGSBURG COLLEGE**

**Overview**

■ 1st Class

Course Requirements  
Course materials & review of course assignments  
Grading, attendance, Academic standards

- **Trends in Employee Benefits**
- **Special Case Studies / Topics – GM and the Auto Industry, Northwest Airlines,**

○ **Human Resource Environment**

HRM: Overview

**Strategic HRM**

Legal Environment

Analysis and Design of Work

- Noe, Chapters 1,2,3,4 – Reading for 1<sup>st</sup> & 2<sup>nd</sup> Class

○ **Acquisition and Preparation -- HR**

HR Planning and Recruitment  
**HR Selection and Placement**  
Workforce Training

- Noe, Chapters 5,6,7

○ **HR Assessment and Development**

**Performance Management**

Employee Development

Separation and Retention

- Noe, Chapters 8,9,10

○ **Compensation**

**Pay Structure**

**Recognizing Employees**

Separation and Retention

Employee Benefits

- Noe, Chapters 11,12,13

○ **Special Topics**

**Collective Bargaining**

Global HRM

Strategic Human Resource Management

- Noe, Chapters 14,15,16

○ **Final Exam / Research : Last Class**

**► Course Requirements:**

- **Research Topics – As assigned**
  - **Fortune 100**
  - **Training 100**
  - **Working Mothers 100**
- **Class discussion, participation and presentation**
- **Research Paper (s) / Final Exam**