
HUMAN RESOURCE MANAGEMENT • BUSINESS 340 • AUGSBURG COLLEGE

► Course Syllabus: HRM

• TEXT & MATERIALS

Noe, Raymond A. (et. al)
Human Resource Management (5th , 6th or 7th 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 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.

HUMAN RESOURCE MANAGEMENT • BUSINESS 340 • AUGSBURG COLLEGE

Overview



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, Delta / Northwest Airlines,**

○ Human Resource Environment

HRM: Overview

Strategic HRM

Legal Environment

Analysis and Design of Work

- Noe, Chapters 1,2,3,4 – Reading for 1st & 2nd 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 Papers: Last Class

HUMAN RESOURCE MANAGEMENT • BUSINESS 340 • AUGSBURG COLLEGE

► Course Requirements:

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

❖ ***Class dates -- AFA/WEC for Spring Trimester 2009***

- ***April 4***
 - ***April 18***
 - ***April 25* new date instead of May 30****
 - ***May 9***
 - ***May 16***
 - ***June 6***
 - ***June 20***
-

Research Topics Format

- **3 – 5 pages**
 - **8 1/2" x 11", 12 font, Times New-Roman, 1 " margins, cite sources used**
1. **Approx. 1 ½ pages of the paper will profile the business**
 2. **Second half of paper will identify and discuss key elements of the business. (NOTE: This is a chief part of the paper)**
- Some questions to consider:
- **Why did the company earn that ranking?**
 - **What gives it a competitive edge ?**
 - **Does it have a special corporate culture that gives it a unique quality?**
- **Conduct a web search to gain additional information**

HUMAN RESOURCE MANAGEMENT • BUSINESS 340 • AUGSBURG COLLEGE

► **Course Syllabus: HRM**

• **TEXT & MATERIALS**

Noe, Raymond A. (et. al)
Human Resource Management (5th / 6th Edition). McGraw-Hill, Irwin

• **CLASS STRUCTURE:**

Class sessions may include power point presentations, 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:**

HUMAN RESOURCE MANAGEMENT • BUSINESS 340 • AUGSBURG COLLEGE

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 or speak to me after class. Email and telephone communications will answered as quickly as possible.

- **Office:** Memorial Hall, Rm. 213, furia@augsborg.edu, 612 – 330 -1537

• COURSE REQUIREMENTS AND OUTLINE

The course outline 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. Advance email approval for any expected absence is necessary and extra credit work will be assigned for the class missed.

• 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.

○ Overview

■ 1st Class

Course Requirements

Course materials & review of course assignments

Grading, attendance, Academic standards

- *Trends in Employee Benefits and Current Workplace Issues*
- *Special Case Studies / Topics:*
 - *GM, Ford and the Auto Industry*
 - *Northwest / Delta Airlines and the Airline Industry*

○ Human Resource Environment

HRM: Overview

HUMAN RESOURCE MANAGEMENT • BUSINESS 340 • AUGSBURG COLLEGE

Strategic HRM

Legal Environment

Analysis and Design of Work

- Noe, Chapters 1,2,3,4 – Review 1st & 2nd 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 and the Labor Movement

Global HRM

Strategic HRM

Noe, Ch. 14, 15.16

► **HRM Perspectives: Great Places to Work**

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

- **Special Research Topics: (60 % of grade)**

HUMAN RESOURCE MANAGEMENT • BUSINESS 340 • AUGSBURG COLLEGE

- Fortune 100, Best Benefits
- Training Top 100
- Working Mothers 100

- Final Exam / Research Papers (30% of grade)
- Class Discussion / participation (10% of grade)