

THE UNIVERSITY OF TEXAS AT TYLER
SOULES COLLEGE OF BUSINESS
Spring 2020

COURSE NUMBER: MANA 3320.060 & MANA 3320.061

COURSE TITLE: Human Resources Management

INSTRUCTOR: Amy Clem, M.B.A., SHRM-CP

CONTACT INFORMATION:

EMAIL: aclem@uttyler.edu

OFFICE: SCOB 350.30

CELL PHONE: 903-312-1003

OFFICE HOURS: Tuesdays & Thursdays 11:00am – 2:00pm usually*

Additional hours available by appointment. * Email is checked on a regular basis Mon-Fri and I typically respond within 12 hours or less. However, there may be times where it could take me up to 24 hours to respond, especially on weekends. I will inform you if I will be unable to respond due to travel, illness, etc.

** I am providing my cell phone number for emergencies only. For all other issues, please email me at the provided email address. Be sure to use your full name in the email and state the course and section you are in (e.g. MANA 3320.002).

COURSE DESCRIPTION: An examination of the human resource functional areas of: planning, selection, and recruitment, 2) compensation, 3) human resource development, 4) employee and labor relations, and 5) safety, health, and security.

PREREQUISITE: None

REQUIRED TEXT: Fundamentals of Human Resource Management 8th ed.
Noe, Hollenbeck, Gerhart,
Wright, McGraw-Hill ISBN:
978-1-260-07917-3

CLASS MEETING: ONLINE

CLASSROOM LOCATION: ONLINE

CORE VALUES: Professional Proficiency
Technology Competence
Global Awareness
Social Responsibility
Ethical Courage

COURSE OBJECTIVES:

- To be able to identify and describe the HRM functional areas and their related activities.
- To be able to identify, analyze, and recommend solutions to HRM problems by applying the HRM methods, concepts, and principles.
- To demonstrate an understanding of the basic purpose and scope of major federal employment laws impacting the practice of HRM and basic creation of company policy.
- To be able to illustrate how to create and design an appropriate job description.
- To be able to identify best practices regarding recruiting procedures and employee selection.
- To be able to analyze and create pay structures for employees following HRM guidelines

TEACHING METHODS:

- Exercises
- Videos
- Textbook
- Power point slides
- Video clips

EMAIL COMMUNICATION: To protect the privacy of students the university requires that all email communication with students be conducted through the University Patriot email system. It is the responsibility of the student to regularly check their Patriot email address. If you have any problems accessing your Patriots email contact the IT department by email at itsupport@uttyler.edu, by phone at 903.565.5555 or in person in BUS 101.

ABOUT THE GRADED COMPONENTS:**1 - Biography/Introduction:**

You will be required to give a biography/introduction of yourself through Flipgrid and also respond to 4 classmates' videos by the due dates listed in Canvas. The biography should be no longer than 2 minutes. This will be a total of 25 points (15 points for your own video and 10 points for your responses to 4 classmates).

2 - Quizzes:

There will be 15 chapter quizzes. Each of the chapter quizzes will consist of 10 multiple choice, true/false, and/or matching questions. **At the end of the term, I will drop the 5 lowest quiz grades.** Therefore, they will be worth a total of 100 points. To do well on the chapter quizzes, students should read the corresponding text book chapter and participate in class lectures and discussions. I do not recommend taking the quizzes without reading the chapter, or trying to look up the answers during the quiz. While you are allowed to use your book, you will only have 10 - 15 minutes per quiz, which will not give you enough time to flip through the book for every question. Additionally, you must complete each quiz in one sitting – there is no way to “pause” the quiz and come back to it at a later time.

You will not be allowed to take the quizzes after the deadline has passed. Please see quiz due dates in Canvas. You will be able to see your quiz grades after submission, including your answer and the correct answer.

3 - Exam:

The final exam will consist of 85 questions: multiple-choice, true/false, and matching. It will be cumulative so all chapters are fair game! You will have 120 minutes to complete the exam and each question will be worth 2 points for a total of 170 points. Please see due dates in Canvas.

4 - Practical Application Assignments:

There will be 5 assignments in which you will need to review an HR scenario(s) and answer questions provided by the due date provided. Be prepared to also discuss each assignment in class! Additional instructions will be provided in Canvas. Each assignment will be worth 20 points.

5 - Class Discussions:

There will be 4 group discussions that will be completed throughout the semester. Each discussion will pertain to the subject matter at hand for that particular week. Be prepared to share your thoughts regarding the assignment with your classmates in online discussion boards. Each discussion will be worth 15 points.

6 – Case Studies:

There will be 2 Case Studies that will need to be completed during the semester. You will be required to read through the case, give an overview of the case, and answer several questions. See additional information in Canvas. Each case study will be worth 25 points.

7 – Course Project:

There will be three phases of a course project that you will need to complete in a group format. Groups will be randomly selected in Canvas at the beginning of the semester. See additional information in Canvas. Each phase will be worth 35 points.

8 – Group Project Participation Outlines:

In conjunction with the group project, you will be required to submit participation outlines at several points in time throughout the semester describing the work that has been completed by each individual in the group at that point in time regarding the phases of the project. Each will be worth 5 points. Additional instructions can be found in Canvas, as well as in the link below:

<https://uttyler.instructure.com/courses/17501/pages/team-slash-group-information>

TIME MANAGEMENT:

Below is a breakdown of approximate time frames regarding main objectives in this course.

Lecture videos: Lecture videos will be posted in each module for each chapter in the textbook, except for Chapter 16. Videos range in time from 30 minutes – an hour each. Therefore, please plan your time accordingly in order to view the lecture videos.

Chapter readings: You will need to read each chapter in the textbook in order to be successful in the course. There will be numerous times in which questions on quizzes, as well as the final, will come directly from the textbook. Please take time to read the textbook material thoroughly. This should take approximately 1 hour – 2 hours for each chapter.

Quizzes: Your quizzes will range in time from 10 – 25 minutes each. A majority of the quizzes will be 10 questions each. Please make sure to pay attention to length of time prior to beginning each quiz! Quizzes will consist of questions from lecture and the textbook.

Practical Applications: Each Practical Application assignment (PA) is designed to provide you with more in-depth information regarding Human Resource matters. Based on the nature of each assignment, they will range in length of time to complete from approximately 1 – 1.5 hours.

Case Studies: There will be two case studies that will need to be completed throughout the course. These are practical issues that are faced within the HR field and will coincide with the course material being learned. One will be due at the beginning of the course, the other will be due toward the end of the semester. Each case will take approximately 2 hours to complete.

Discussion Sessions: There will be several discussion sessions that will need to be completed in the course. Each will require you to analyze a scenario and provide your thoughts, along with providing responses to your classmates' thoughts. Each discussion will take approximately 1 hour – 1.5 hours to complete.

Course Project: You will have a group project in the course that is broken down into 3 phases. Each phase will take time and coordination with your team members. Between communication with team members and creating the material for each phase, you will be looking at approximately 8 – 10 hours of work total for each phase of the project.

COURSE SCHEDULE: Below is the schedule of topics to be covered. This syllabus provides a **general** plan/schedule for this course. Based on the discretion of the instructor, deviations from the course schedule may be necessary. You will be given sufficient notice before any changes are made to the syllabus.

ACADEMIC CALENDAR: <https://www.utt Tyler.edu/schedule/files/academic-calendar-20-21.pdf>

Date	Item
Sunday, 9/6/20	DUE: Chapter 1 Quiz DUE: Practical Application #1
Sunday, 9/13/20	DUE: Chapter 2 Quiz DUE: Group Participation Outline #1 - Project Phase #1
Saturday, 9/19/20	DUE: Discussion #1 (own post)
Sunday, 9/20/20	DUE: Discussion #1 (responses) DUE: Group Participation Outline #2 - Project Phase #1 DUE: Chapter 3 Quiz
Sunday, 9/27/20	DUE: Chapter 4 Quiz DUE: Project Phase #1 DUE: Group Participation Outline #3 - Project Phase #1
Saturday, 10/3/20	DUE: Discussion #2 (own post)
Sunday, 10/4/20	DUE: Chapter 5 Quiz DUE: Discussion #2 (responses) DUE: Group Participation Outline #4 - Project Phase #2 DUE: Case Study #1
Sunday, 10/11/20	DUE: Chapter 6 Quiz DUE: Practical Application #2 DUE: Group Participation Outline #5 - Project Phase #2
Saturday, 10/17/20	DUE: Discussion #3 (own post)

Sunday, 10/18/20	DUE: Chapter 7 Quiz DUE: Discussion #3 (responses) DUE: Project Phase #2 DUE: Group Participation Outline #6 - Project Phase #2
Sunday, 10/25/20	DUE: Chapter 8 Quiz DUE: Practical Application #3 DUE: Group Participation Outline #7 - Project Phase #3
Sunday, 11/1/20	DUE: Chapter 9 Quiz DUE: Practical Application #4 DUE: Group Participation Outline #8 - Project Phase #3
Saturday, 11/7/20	DUE: Discussion #4 (own post)
Sunday, 11/8/20	DUE: Chapter 10 & 11 Quizzes DUE: Discussion #4 (responses) DUE: Project Phase #3 DUE: Group Participation Outline #9 - Project Phase #3
Sunday, 11/15/20	DUE: Chapter 12 & 13 Quizzes DUE: Practical Application #5
Sunday, 11/22/20	DUE: Chapter 14 Quiz DUE: Case Study #2
Monday, 11/23/20 – Friday, 11/27/20	THANKSGIVING BREAK
Friday, 12/4/20	DUE: Chapter 15 Quiz
Monday, 12/7/20	University Study Day- No class
Friday, 12/11/20	DUE: FINAL EXAM

ASSIGNMENTS:

	Points
1. <u>Biography/Introduction</u> You will be asked to give a biography of yourself to your classmates through Flipgrid. The biography needs to include: your full name, where you are from, what you are studying, where you work, if applicable, one thing interesting about yourself, and what you hope to learn from this course. It should also include what you plan to do upon graduation, your career aspirations (work at home, start a company, work for Apple, etc), and how you plan to make your career aspirations a reality (what will it entail/involve to achieve your goals). The biography/intro should be no longer than 2 minutes. You will then need to reply to 4 classmate videos in Flipgrid. See Canvas for due dates and additional instructions.	25
2. <u>Chapter Quizzes</u> Fifteen (15) quizzes worth 10 points each. (5 lowest Quizzes will be dropped) All quizzes are due on the date indicated by 11:59 p.m. CST.	100
3. <u>Exam:</u> The final exam will consist of 85 questions: multiple-choice, true/false, and matching. It will be cumulative so all chapters are fair game! You will have 120 minutes to complete the exam and each question will be worth 2 points. Please see due dates in Canvas.	170
4. <u>Practical Application Assignments:</u> There will be 5 assignments in which you will need to review an HR scenario(s) and answer questions provided by the due date provided. Be prepared to also discuss each assignment in class! Additional instructions will be provided in Canvas. Each assignment will be worth 20 points.	100
5. <u>Class Discussions:</u> There will be 4 group discussions that will be completed throughout the semester. Each discussion will pertain to the subject matter at hand for that particular week. Be prepared to share your thoughts regarding the assignment with your classmates. Each discussion will be worth 15 points.	60
6. <u>Case Studies:</u> There will be 2 Case Studies that will need to be completed during the semester. You will be required to read through the case, give an overview of the case, and answer several questions. See additional information in Canvas. Each case study will be worth 25 points.	50
7. <u>Course Project:</u> We will have 3 different phases of a course project to complete throughout semester. Each phase will be worth 35 points. Due dates and additional instructions are listed in Canvas.	105

8. <u>Group Project Participation Outlines:</u>	45
In conjunction with the group project, you will be required to submit participation outlines at several points in time throughout the semester describing the work that has been completed by each individual in the group at that point in time regarding the phases of the project. Each will be worth 5 points. Additional instructions can be found in Canvas.	

<u>Total Points Available</u>	<u>655</u>

EVALUATION:

Point Total (655)	Grade
596 - 665	A (90%)
529 – 595	B (80%)
463 – 528	C (70%)
396 – 462	D (60%)
< 396	F (<60%)

ACCEPTANCE OF LATE WORK: Assignments are due prior to the hour (ex. due by 11:59 PM Central Standard Time) on the date specified. Therefore, work will be considered late if it is received at any point during the hour (ex. received at 12:00 a.m. Central Standard Time). **NO LATE WORK WILL BE ACCEPTED!** If exceptions are made, it will be at the instructor's discretion.

EXAM: The final exam will consist of 85 questions: multiple-choice, true/false, and matching. It will be cumulative so all chapters are fair game! You will have 120 minutes to complete the exam and each question will be worth 2 points.

WRITING ASSISTANCE TOOLS: Please use these links as tools for writing assignments in this course. As well as the [written communication rubric](#).

www.utt Tyler.edu/writingcenter/

<https://owl.english.purdue.edu/owl>

WITHDRAW DATE: The last day to withdraw from class is Monday, 11/02/2020.

MAKE-UP POLICY: Makeup exams will be given for university-approved excuses only, which are subject to the instructor's approval. Any request for a change resulting in an alternate time for an exam will need to be pre-approved prior to the exam in question. Whenever possible, every effort should be made to take an exam as scheduled.

UT Tyler Honor Code

Every member of the UT Tyler community joins together to embrace: Honor and integrity that will not allow me to lie, cheat, or steal, nor to accept the actions of those who do.

Students Rights and Responsibilities

To know and understand the policies that affect your rights and responsibilities as a student at UT Tyler, please follow this link: <http://www.uttyler.edu/wellness/rightsresponsibilities.php>

Campus Carry

We respect the right and privacy of students 21 and over who are duly licensed to carry concealed weapons in this class. License holders are expected to behave responsibly and keep a handgun secure and concealed. More information is available at <http://www.uttyler.edu/about/campus-carry/index.php>

UT Tyler a Tobacco-Free University

All forms of tobacco will not be permitted on the UT Tyler main campus, branch campuses, and any property owned by UT Tyler. This applies to all members of the University community, including students, faculty, staff, University affiliates, contractors, and visitors.

Forms of tobacco not permitted include cigarettes, cigars, pipes, water pipes (hookah), bidis, kreteks, electronic cigarettes, smokeless tobacco, snuff, chewing tobacco, and all other tobacco products.

There are several cessation programs available to students looking to quit smoking, including counseling, quitlines, and group support. For more information on cessation programs please visit www.uttyler.edu/tobacco-free.

Grade Replacement/Forgiveness and Census Date Policies

Students repeating a course for grade forgiveness (grade replacement) must file a Grade Replacement Contract with the Enrollment Services Center (ADM 230) on or before the Census Date of the semester in which the course will be repeated. Grade Replacement Contracts are available in the Enrollment Services Center or at <http://www.uttyler.edu/registrar>. Each semester's Census Date can be found on the Contract itself, on the Academic Calendar, or in the information pamphlets published each semester by the Office of the Registrar.

Failure to file a Grade Replacement Contract will result in both the original and repeated grade being used to calculate your overall grade point average. Undergraduates are eligible to exercise grade replacement for only three course repeats during their career at UT Tyler; graduates are eligible for two grade replacements. Full policy details are printed on each Grade Replacement Contract.

The Census Date is the deadline for many forms and enrollment actions of which students need to be aware. These include:

- Submitting Grade Replacement Contracts, Transient Forms, requests to withhold directory information, approvals for taking courses as Audit, Pass/Fail or Credit/No Credit.
- Receiving 100% refunds for partial withdrawals. (There is no refund for these after the Census Date)
- Schedule adjustments (section changes, adding a new class, dropping without a "W" grade)
- Being reinstated or re-enrolled in classes after being dropped for non-payment
- Completing the process for tuition exemptions or

waivers through Financial Aid

State-Mandated Course Drop Policy

Texas law prohibits a student who began college for the first time in Fall 2007 or thereafter from dropping more than six courses during their entire undergraduate career. This includes courses dropped at another 2-year or 4-year Texas public college or university. For purposes of this rule, a dropped course is any course that is dropped after the census date (See Academic Calendar for the specific date).

Exceptions to the 6-drop rule may be found in the catalog. Petitions for exemptions must be submitted to the Enrollment Services Center and must be accompanied by documentation of the extenuating circumstance. Please contact the Enrollment Services Center if you have any questions.

Disability/Accessibility Services

In accordance with Section 504 of the Rehabilitation Act, Americans with Disabilities Act (ADA) and the ADA Amendments Act (ADAAA) the University of Texas at Tyler offers accommodations to students with learning, physical and/or psychological disabilities. If you have a disability, including a non-visible diagnosis such as a learning disorder, chronic illness, TBI, PTSD, ADHD, or you have a history of modifications or accommodations in a previous educational environment, you are encouraged to visit <https://hood.accessiblelearning.com/UTTyler> and fill out the New Student application. The Student Accessibility and Resources (SAR) office will contact you when your application has been submitted and an appointment with Cynthia Lowery, Assistant Director of Student Services/ADA Coordinator.

For more information, including filling out an application for services, please visit the SAR webpage at <http://www.uttyler.edu/disabilityservices>, the SAR office located in the University Center, # 3150 or call 903.566.7079.

Student Absence due to Religious Observance

Students who anticipate being absent from class due to a religious observance are requested to inform the instructor of such absences by the second class meeting of the semester.

Student Absence for University-Sponsored Events and Activities

If you intend to be absent for a university-sponsored event or activity, you (or the event sponsor) must notify the instructor at least two weeks prior to the date of the planned absence. At that time the instructor will set a date and time when make-up assignments will be completed.

Social Security and FERPA Statement

It is the policy of The University of Texas at Tyler to protect the confidential nature of social security numbers. The University has changed its computer programming so that all students have an identification number. The electronic transmission of grades (e.g., via e-mail) risks violation of the Family Educational Rights and Privacy Act; grades will not be transmitted electronically.

Emergency Exits and Evacuation

Everyone is required to exit the building when a fire alarm goes off. Follow your instructor's directions regarding the appropriate exit. If you require assistance during an evacuation, inform your instructor in the first week of class. Do not re-enter the building unless given permission by University Police, Fire department, or Fire Prevention Services.

Student Standards of Academic Conduct

Disciplinary proceedings may be initiated against any student who engages in scholastic dishonesty, including, but not limited to, cheating, plagiarism, collusion, the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, any act designed to give unfair advantage to a student or the attempt to commit such acts.

i. "Cheating" includes, but is not limited to:

- copying from another student's test paper;
- using, during a test, materials not authorized by the person giving the test;
- failure to comply with instructions given by the person administering the test;
- possession during a test of materials which are not authorized by the person giving the test, such as class notes or specifically designed "crib notes". The presence of textbooks constitutes a violation if they have been specifically prohibited by the person administering the test;
- using, buying, stealing, transporting, or soliciting in whole or part the contents of an unadministered test, test key, homework solution, or computer program;

- collaborating with or seeking aid from another student during a test or other assignment without authority;
 - discussing the contents of an examination with another student who will take the examination;
 - divulging the contents of an examination, for the purpose of preserving questions for use by another, when the instructors has designated that the examination is not to be removed from the examination room or not to be returned or to be kept by the student;
 - substituting for another person, or permitting another person to substitute for oneself to take a course, a test, or any course-related assignment;
 - paying or offering money or other valuable thing to, or coercing another person to obtain an unadministered test, test key, homework solution, or computer program or information about an unadministered test, test key, home solution or computer program;
 - falsifying research data, laboratory reports, and/or other academic work offered for credit;
 - taking, keeping, misplacing, or damaging the property of The University of Texas at Tyler, or of another, if the student knows or reasonably should know that an unfair academic advantage would be gained by such conduct; and
 - misrepresenting facts, including providing false grades or resumes, for the purpose of obtaining an academic or financial benefit or injuring another student academically or financially.
- ii. “Plagiarism” includes, but is not limited to, the appropriation, buying, receiving as a gift, or obtaining by any means another’s work and the submission of it as one’s own academic work offered for credit.
- iii. “Collusion” includes, but is not limited to, the unauthorized collaboration with another person in preparing academic assignments offered for credit or collaboration with another person to commit a violation of any section of the rules on scholastic dishonesty.
- iv. All written work that is submitted will be subject to review by plagiarism software.

UT Tyler Resources for Students

- [UT Tyler Writing Center](https://www.uttyler.edu/writingcenter) (903.565.5995), writingcenter@uttyler.edu
- [UT Tyler Tutoring Center](https://www.uttyler.edu/tutoring) (903.565.5964), tutoring@uttyler.edu
- The Mathematics Learning Center, RBN 4021, this is the open access computer lab for math students, with tutors on duty to assist students who are enrolled in early-career courses.
- [UT Tyler Counseling Center](https://www.uttyler.edu/counseling) (903.566.7254)

Important Covid-19 Information for Classrooms and Laboratories

Students are required to wear face masks covering their nose and mouth, and follow social distancing guidelines, at all times in public settings (including classrooms and laboratories), as specified by [Procedures for Fall 2020 Return to Normal Operations](#). The UT Tyler community of Patriots views adoption of these practices consistent with its [Honor Code](#) and a sign of good citizenship and respectful care of fellow classmates, faculty, and staff.

Students who are feeling ill or experiencing symptoms such as sneezing, coughing, or a higher than normal temperature will be excused from class and should stay at home and may join the class remotely. Students who have difficulty adhering to the Covid-19 safety policies for health reasons are also encouraged to join the class remotely. Students needing additional accommodations may contact the Office of Student Accessibility and Resources at University Center 3150, or call (903) 566-7079 or email saroffice@uttyler.edu.

Recording of Class Sessions

Class sessions may be recorded by the instructor for use by students enrolled in this course. Recordings that contain personally identifiable information or other information subject to FERPA shall not be shared

with individuals not enrolled in this course unless appropriate consent is obtained from all relevant students. Class recordings are reserved only for the use of students enrolled in the course and only for educational purposes. Course recordings should not be shared outside of the course in any form without express permission.