



BUA 221 H95 • *Human Resource Management* • Winter, 2016

FORMAT: Hybrid CREDITS: 3 LOCATION: Room 223, Lenawee Campus, Adrian, Michigan

TIME FRAME: March 19, 2016 through April 30, 2016. This is a hybrid course; there will be both an online component and a face-to-face component. The course will meet face-to-face at the above location from 8:00 - 11:00 AM on the following dates:

March 19, 2016

April 2, 2016

April 16, 2016

April 30, 2016

The remaining content will consist of online learning through JetNet, Jackson College's course management system.

INSTRUCTOR: Ron Betzig

OFFICE: Room 111, Jackson College's W. J. Maher Campus (i.e., "North Campus")
3000 Blake Road, Jackson, Michigan 49201

PHONE: (517) 768-7097

EMAIL: betzigronalde@jccmi.edu

Please Note: Email is the best way to contact me. I usually respond within 24 hours.

I will be available to meet with you after class. Also feel free to send me an email to make an appointment.

REQUIRED TEXT:

Noe, Raymond, Hollenbeck, John, et. al. *Fundamentals of Human Resource Management* (5th edition). New York: McGraw-Hill/Irwin, 2014. ISBN: 9780078112614

OPTIONAL TEXTS: (You won't have to read these books during the course; they are good resources in case you want to delve deeper into the study of human resource management):

Bradberry, Travis, Greaves, Jean, and Lencioni, Patrick. *Emotional Intelligence 2.0*. TalentSmart, 2009. ISBN: 978-0-9743206-2-5.

Christensen, Clayton M., Allworth, James, & Dillon, Karen. *How Will You Measure Your Life?* HarperCollins, 2012. ISBN: 9780062102416.

Collins, Jim. *Good to Great*. HarperCollins, 2001. ISBN: 0066620996.

Collins, Jim. *How the Mighty Fall*. HarperCollins, 2009. ISBN-10: 0977326411; ISBN-13: 978-0977326419.

Fisher, Roger and Ury, William. *Getting to Yes: Negotiating Agreement Without Giving In*. (3rd Edition). Penguin Books, 2011. ISBN: 9781101539545.

Haudan, Jim. *The Art of Engagement: Bridging the Gap Between People and Possibilities*. New York: McGraw Hill, 2008. ISBN-13: 978-0071544856 ISBN-10: 9780071544856

Keller, Timothy. *Every Good Endeavor*. Dutton, 2012. ISBN: 978-0-525-95270-1.

Krzyzewski, Mike. *Beyond Basketball: Coach K's Keywords for Success*. Warner Books, 2006. ISBN-13: 9780446580496.

Mycoskie, Blake. *Start Something That Matters*. Spiegel & Grau, 2012. ISBN 978-0-8129-8144-5.

Lencioni, Patrick. *The Advantage: Why Organizational Health Trumps Everything Else in Business*. Jossey-Bass, 2012. ISBN: 9780470941522.

Lencioni, Patrick. *Death by Meeting*. Jossey-Bass, 2004. ISBN: 0-7879-6805-6.

Lencioni, Patrick. *The Five Dysfunctions of a Team: A Leadership Fable*. Jossey-Bass, 2002. ISBN: 0787960756.

Maxwell, John. *Leadership Gold*. Nashville: Thomas Nelson, 2008.

Ortberg, John. *The Me I Want to Be*. Zondervan, 2009. ISBN: 978-0-310-27592-3.

Sheridan, Richard. *Joy, Inc.: How We Built a Workplace People Love*. Penguin Group, 2013. ISBN: 978-0-689-15170-3.

COURSE DESCRIPTION:

Create and maintain a desirable and productive work place by applying management skills with emphasis on improving performance and career development. Topics include: employment law, recruitment and selection, placement techniques, interview methods, job analysis, staffing, training and development, performance appraisals, team building, benefit administration, government regulation, compensation systems, health and safety, and labor-management issues.

COURSE OBJECTIVES: The Board of Trustees of Jackson Community College has established a set of Associated Degree Outcomes (ADOs) to be achieved by every student.

This course will specifically address ADO 9: Work productively with others, recognizing individual contributions to group success.

COURSE STRUCTURE:

A *variety of methods* will be used to enhance your understanding of human resource management. Lectures, power point presentations, and videos will present current issues in the discipline. Small group projects will develop teamwork and networking skills. Concepts from the readings will be discussed, so it is imperative that the required reading for each class be completed in advance. All classes will be highly interactive—*as with any business, growth and synergies are most effectively achieved when all members are actively contributing*. Assignments, quizzes, and active participation will be graded, as described below.

EXPECTATIONS OF THE INSTRUCTOR:

1. Provide a lively and useful learning experience. For this to happen, I encourage you to give me honest, respectful feedback at appropriate times regarding what is working for you and what we need to do differently.
2. Thoroughly prepare the material before class and be prepared to pose and answer relevant questions related to that material.
3. Frequently present concepts in more than one way so that students with differing learning styles can better absorb the material.

4. Address your questions during class as time allows.
 5. Make ample time available outside of class to answer additional questions you may have.
 6. Give helpful feedback regarding your work.
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EXPECTATIONS OF THE STUDENT:

1. Submit your work on time. No late work will be accepted. Most work (i.e., assignments, forums, and quizzes) will be submitted online through JetNet, Jackson College's course management system. All required work on JetNet will have specific due dates, so carefully read the description for each piece of work. Feel free to send me an email at betzigronade@jccmi.edu if you have questions. NOTE: In the online forums, there will usually be TWO separate due dates: the first date for your initial posting and a second date (when the forum closes) to comment on the initial postings of your classmates.
2. Participate actively in class and in the online forums, and treat other with respect...even when you disagree with some of the opinions expressed. I'm happy to report that we've had some interesting disagreements in previous class sessions and forums, but no one has mad disrespectful remarks.
3. To help others focus in class, refrain from eating or using technological devices. However, you may bring a covered drink to class. Each class period will include a break during which you are free to have a snack, check email, etc.
4. Establish reliable access to a computer with internet connection. The Lenawee campus and the library in Atkinson Hall on the Central campus have these available for you at certain hours of the day. Check the calendars of the relevant site if you plan to use these resources.
5. If you must miss a class session, inform me ahead of time when and why this will occur. When you miss a class you are still responsible for any material presented or any assignments given during the missed class. I suggest that you exchange phone numbers and email addresses with other students in order to get assignments and other information you missed. Please note that I may withdraw any student who does not attend class for two consecutive sessions.

EVALUATION:	Assignments	45%
	Participation	35%
	Quizzes	20%

GRADING: Final grades will be assigned according to the following scale:

90 – 100%	4.0	66– 69%	1.5
86 – 89%	3.5	60 – 65%	1.0
80 – 85%	3.0	56 – 59%	0.5
76 – 79%	2.5	00 – 55%	0.0
70 – 75%	2.0		

Please note that the above figures are thresholds; for example, a percentage of 69.9% is below the threshold of 70% and therefore receives the grade 1.5.

SPECIAL POLICIES

ACADEMIC HONESTY: In accordance with Jackson College policy, academic honesty is expected from all students; this includes the expectation that all students will produce their own work and not represent others' work as their own. A failing grade in this course is one of many possible consequences of academic dishonesty.

WITHDRAWAL DEADLINE : If you do not wish to receive a grade for this course, you must withdraw before the date printed on the college website.

INCOMPLETES will be given only in accordance with Jackson College policy. Please note that incompletes are very rare and that the determination of whether an incomplete will be given is the instructor's decision.

JC Technology: If you have trouble with your JC login or other computer issues, please contact the JC Solution Center at 517-796-8539. When e-mailing your instructor, please include your first and last name and put the course number in the subject line. Always save your work and have a back-up plan. Please ask questions and get help early with any concerns you may have including computer problems.

TRANSFER STUDENTS: It is in your best interest to continue your studies and complete a Bachelor's degree in your field. There are a variety of ways to do this. When considering your options, make sure to use the Michigan Transfer Equivalency website at <http://michigantransfernetwork.org/>. For JC advising, contact the JC Student Service Center at 517-787-0800.

SPECIAL NEEDS: *Students with disabilities who believe that they may need accommodations in this class are encouraged to contact the office of Learning Support Services at (517) 787-0800, extension 8270/8553 as soon as possible to ensure that such accommodations are implemented in a timely fashion.*

NOTE: This syllabus is not a contract: it is a general plan for the course. Each course and each group of students is unique. We may do more or less work than is outlined above.

Revised 03/18/2016