

MGMT 779

Human Resources Management

John Stern
Office Hours: 12:00 – 1:45 pm, T& TH,
or Conferences arranged by appointment
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Blackboard Web-Mail system

Fall, 2008 (8/21 – 12/4)
Class: T & TH,
2:00 – 3:15 PM.
Room: BA 364

Course Description

The course is designed to give students a strategic overview of Human Resources Management in a contemporary global business organization. The course will focus on current human resources programs and practices used in the best global business organizations. Information from outside corporate executives along with cases will be used to demonstrate practical issues in global H/R management.

Grading

3 tests	75%
Class project	25%

Class participation and attendance will be considered. There will be no final exam.

Text Book

No text book is required. Test material will be based on class lecturers, outside reading, material handed out in class and presentations by guest lecturers.

Aug. 21	Introduction Current global business issues impacting the H/R field H/R Strategy/ Functions	Class handouts Check Blackboard for assignments
Aug. 26	Group Project Assignments Job Search from a Company Perspective	Class Handouts Review Company Data on Internet - (Check Blackboard)
Aug. 28	Reference Checking Outside Speaker	
Sept. 2	Job Search From a Company Perspective (cont.)	Class handouts
Sept. 4	The Dynamics of Team Projects Brad Stratton, Director of the Center for Business Communications Moore School of Business	Class Handouts
Sept. 9	The Strategic Role of H/R In a Global Company Barry Coffey	
Sept. 11	Ethics Exercise	Class handouts Review Corporate Ethics Programs on Internet
Sept. 16	Ethics	
Sept. 18	Test 1	
Sept. 23	Benefits	Class handouts
Sept. 25	Benefits, Basic Compensation	Compensation Cases
Sept. 30	Executive Compensation	Class Handouts Internet Homework Assignment
Oct. 2	Performance Management	Class Handouts,
Oct. 7	International Assignments Dr. Stan Lomax, USC	Reading Assignment
Oct. 9	Fall Break – No Class	
Oct. 14	Labor Relations and H/R Legal Trends. Dan Ellzey, Partner Fisher, Phillips, Labor Attorneys	Class Handouts

Oct. 16	Leadership Development Dr Robert Kramer, Principal Researcher Capabilities Management and Human Resources Strategy, The Conference Board (retired)	
Oct. 21	Performance Management and Discipline Dana Roberts, Manager H/R, Time Warner Cable	Class Handouts
Oct. 23	TEST # 2	
Oct. 28	Global Diversity Carl LoBue, Chairman & CEO LoBue Associates, Global Financial Consultants	Class handouts Diversity cases
Oct. 30	Group Project Work	
Nov. 6	Succession Planning Mentoring High Involvement Organizations	
Nov. 11	Complete review of H/R Systems, the design and Content. Beth Britt, Managing Director, Staffing and Recruiting, Duke Energy Corporation	
Nov. 13	H/R Systems cont'd	
Nov. 18	Human Resources Value Dr. Kathryn Alexander, President KA Enterprises	
Nov. 20	TEST #3	
Nov. 25	Group Project Presentations	
Dec. 2	Group Project Presentations	
Dec. 4	Group Project Presentations	