

EAST CAROLINA UNIVERSITY
College of Business
Detailed Course Information

I. Course
MGMT 6832 Human Resources
II. Instructor & Textbook Information
<p>All instructors in the College of Business are either academically or professionally qualified to teach their courses. All graduate classes are taught by faculty with terminal degrees in the relevant field of study. Faculty who teach online courses also teach face-to-face campus courses.</p> <p>To review current textbook information visit the bookstore's website: http://epos2.sequoiars.com/ePOS?form=cat.html&cat=1&store=458 and follow the link at the bottom of the page.</p>
III. Expanded Course Description
<p>Students who successfully complete the course will gain knowledge of fundamental concepts related to human resources management. Specifically, this course will examine the role of the frontline manager in today's organizations as it relates to human resources functioning and how HR practices are combined into an overall system aimed at enhancing employee involvement and productivity. We will examine challenges facing managers, the individual practices that managers engage in related to HRM, and the environment in which this occurs.</p> <p>Prerequisite: MGMT 6102</p>
IV. Course Objectives
<p>To present a functional and practical summary of HR programs that will enable students to see how HR affects all employees, the organization, and the greater community in which the organization resides. To provide students with the skills necessary to help build and maintain an effective work force.</p>
V. Course Topics
<p>HRM is a dynamic field that evolves along with businesses. Typically the following topics are covered, but others may be added as needed:</p> <ul style="list-style-type: none">• Legal Issues in HRM• Performance Evaluation• Organizational Policies• Job Analysis & Work Design• Training & Development• Safety• Employee Recruitment• Coaching & Discipline• International HRM• Employee Selection• Compensation & Benefits• Management – Union Relations

VI. Required Coursework

Exact requirements may vary, but typically, to successfully complete this course, the student will be required to participate in classroom discussions, complete a book review, complete a large-scale group project, and successfully complete two exams (midterm and final).

VII. Course Communication & Interaction

Although this course meets in a face-to-face format, it is possible that you will be required to interact and communicate with other students who are not enrolled in your course section as part of the group project. It is also possible that the course will undertake actual projects with local businesses which could require traveling to local places of business. Accommodations to this will be made on an as-needed basis.

VIII. Computer/Technical Requirements Additional Notes/Comments

This class requires:

- a PC that supports Office / Windows 2000 or better (XP or 2003 is recommended)
- MS Office – ability to access & create MS Word, MS Powerpoint, and MS Excel documents
- reliable Internet access for accessing course documents within Blackboard

IX. Additional Information

Disabilities: ECU seeks to comply fully with the Americans with Disabilities Act (ADA). The Department for Disability Support Services adapts the generalized services to the specialized needs of individuals with disabilities. Students requesting accommodations based on a disability must be registered with the Department for Disability Support Services located in Slay 138 (252) 737-1016 (Voice/TTY). Additional program information is available at <http://www.ecu.edu/cs-studentlife/dss/>

Calendar: Follows the standard ECU [academic calendar](#) for the semester in which the course is taken.

X. Additional Notes/Comments

ECU maintains accreditation with [The Association to Advance Collegiate Schools of Business \(AACSB\)](#). To comply with the constant quality improvement objectives of the AACSB, adjustments are made to all course requirements. Contact the instructor for this class the semester you plan to take it to obtain detailed information.

This course is oriented toward all future managers – not just those interested in pursuing careers in human resources. In many small organizations there is no “HR Person” and these tasks are inherently part of job for all managers. In larger organizations, the HR Person is typically operating at a strategic level and the day-to-day HRM functions are carried out by line managers.