

Standard Course Outline

I. General Information

- ♦ Course number: HRM 460
- ♦ Title: Current Issues in Human Resource Management
- ♦ Units: 3
- ♦ Prerequisites: HRM 360 or HRM 361; IS 301
- ♦ Course Coordinator / SCO Prepared by Dr. Vicki Scherwin
- ♦ Date prepared / revised: October 15th, 2013
- ♦ Updated: February 23, 2015

II. Catalog Description

Current and emerging issues concerning the management and development of people and organizations. Motivation, leadership, job performance, hiring, compensation, planning, selection, staffing, training, performance appraisal, careers, and quality of work life. Discussion, projects, and outside research.
Letter grade only (A-F).

III. Curriculum Justification(s)

Students will learn about important current and emerging issues in Human Resource Management. The landscape of Human Resource practice is constantly changing and thus this course allows students to delve into an area of Human Resource Management and learn how it is currently being practiced or discover new research and trends. Regardless of the specific topic, embedded in the specific subject matter of the course is an appreciation of the following CBA learning goals:

- Critical Thinking (General)
- Domestic & Global Environment: (Management Specific)

IV. Course Objective(s)

Critical thinking: Students will demonstrate conceptual learning, critical thinking, and problem-solving skills.

Specific HRM 460 learning goals: 1) Research and examine systematically the challenges facing human resources and critically evaluate potential approaches to address these problems. 2) Make logical and defensible recommendations that are consistent with the relevant facts, and effectively communicate these recommendations both orally (e.g., presentations, class discussion) and in writing.

Suggested methods of assessment: problem identification, and problem statement creation, objective test questions, essay test questions, research paper, case analysis and presentation, simulations.



(Management Specific) Domestic & Global Environment: Students will be able to demonstrate knowledge of today's dynamic business environment (e.g., legal, regulatory, political, cultural, and economic), especially the links between our region and global business.

Specific HRM 460 learning goals: Demonstrate understanding of the special challenges leaders face in the global economy..

Suggested methods of assessment: objective test questions, essay test questions, research paper, case analysis and presentation, simulations.

V. Outline of Subject Matter

This is only an indication of possible subjects to be addressed in the course of the semester. Subject matter and sequence of topics may vary depending on the instructor. Additionally one of these topics may be selected as the main topic for the term.

- Employment Law
- Job Analysis
- Job Evaluation
- Motivation
- Human Resource Information Systems
- Compensation Plans and Benefits Administration,
- HR Planning
- Careers
- Employee Development
- Quality of Work Life
- Employee Health and Safety
- Risk Management
- Union- Management Relations

VI. Methods of Instruction

- a) Instructors should use appropriate instruction methods that are consistent with the level of instruction and the course description stated in Section II, and serve the course objectives listed in Section IV of this SCO. Examples of instruction methods for the course include:
 - Class lecture/examples/discussion
 - Individual and team case analyses
 - Written assignments including research papers
 - Self-assessment
 - Individual and team projects
 - Guest speakers
 - Debates
 - Simulations
- b) The textbooks for this course should be chosen in accordance with the University Policy on textbooks. Instructors should use appropriate readings, cases and/or text books that are consistent with the level of instruction and the course description stated in Section II, and serve the course objectives listed in



Section IV of this SCO. Given the nature of the material covered, a custom course pack may be appropriate. In addition popular texts or workplace reference manuals may be included.

- c) Instructors in planning the exams, and other grading procedures, should adhere to the relevant University Policy on “Grades, Grading Procedures, and Final Assessments, Final Course.”

VII. Instructional Policies Requirements

- a. Instructional policies should be consistent with the course description stated in Section II, and should serve the course objectives listed in section IV of this SCO.
- b. Instructors may specify their own policies with regard to plagiarism, withdrawal, absences, etc., as long as these policies are consistent with the University policies published in the CSULB Catalog. It is expected that every course will follow University policies on Final Course Grades, Grading Procedures, and Final Assessments (PS 05-07), Attendance (PS 01-01), Course Syllabi (PS 11-07), Final Course Grades, Grading Procedures, and Final Assessments (PS 05-07), and Withdrawals (PS 02-02 rev). If some or all sections of the course are to be taught, in part or entirely, by distance learning in the future, the course must follow the provisions of PS 03-11, Academic Technology and the Mode of Instruction.
- c. All sections of the course will have a syllabus that includes the information required by the syllabus policy adopted by the Academic Senate. Instructors will include information on how students may make up work for excused absences. When class participation is a required part of the course, syllabi will include information on how participation is assessed.
- d. It is expected that all students attend classes regularly and be responsible for all materials covered in class, regardless of their attendance. The students are expected to comply with the universally accepted norms of considerate and courteous behavior. Make up exams are strongly discouraged and will only be given with documented proof of an excused absence. Acceptability of the excuse will be determined based on the appropriateness of documentation. The student should give earliest possible notification of an anticipated excused absence, and can refer to the specific university policy on these issues.
- e. Occasionally adjustments in the course assignments become necessary. The students should be notified in advance about changes. Whenever possible, they should be consulted in advance about any changes.
- f. Students with Disabilities: Students with disabilities are responsible for notifying their instructor as early as possible of their needs for an accommodation of a verified disability. A student with a disability is urged to consult with Disabled Student Services as soon as possible in order to identify possible accommodations to enhance academic success.