

MGMT 3720 Human Resource Management(3 credit hours)

Elmira College

SPRING 2025

Required Text:

Jeffrey A. Mello(2014), *Strategic Human Resource Management*, (4th ed), Cengage Learning.

Supplemental readings might be included to illustrate or expand on textbook readings.

Pre-requisites: MGMT 2401 Organizational Behaviour Management

Course Description

This comprehensive course in Human Resource Management (HRM) is designed to provide students with a deep understanding of the critical role that human resources play in organizations. Through a combination of theoretical knowledge and practical application, students will gain the skills necessary to excel in the dynamic field of HRM. Topics include human resource management (HRM), the strategic role of HRM, human resource planning, staffing, performance management and more.

Course Objectives and Goals

- Gain a comprehensive understanding of the basic concepts, principles, and functions of Human Resource Management;
- Learn about the legal and ethical responsibilities of HR professionals, including labor laws, discrimination, and workplace ethic;
- Learn how HRM aligns with organizational strategy and contributes to achieving business goals;
- Explore strategies for employee training, development, and performance management to enhance individual and organizational performance;
- Explore strategies for promoting diversity and inclusion within the workforce and understand their impact on organizational success.

Evaluation of Performance

Your grade will be based upon your performance on exams, assignments, and participation.

Class Participation	10%
Projects	20%
Quizzes	30%
Midterm Test	20%
Final Exam	20%
Total	100%

Grades will be assigned as follows:

A 93% and above	B- 80 - 82%	D+ 67 - 69%
A- 90 - 92%	C+ 77 - 79%	D 63 - 66%
B+ 87 - 89%	C 73 - 76%	D- 60 - 62%
B 83 - 86%	C- 70 - 72%	F 59% or below

Withdrawal Policy: Please see Elmira College Bulletin for information on this policy.

Academic Honesty: Please read the section on Academic Honesty in the [Code of Conduct](#). Briefly, academic dishonesty includes: cheating, fabrication, facilitating academic dishonesty, and plagiarism. Ask if you have any questions on whether something constitutes as academic dishonesty. All work must be original and new. Past assignments from current or other courses will not be accepted. Academic dishonesty will not be tolerated. It will result in zero on the assignment, and a report will be filed with the school. Continued practice will result in failure of the class. Institutional penalties may also apply with repeated acts of academic honesty.

Student Responsibility:

- It is your responsibility to keep track of assignments and due dates.
- You should ask questions concerning assignments and lectures, if you need any clarifications.
- If you are struggling in class, have concerns, and/or unsure about expectations, please stop by during office hours or make an appointment for another time.

Tentative Schedule of Topics

<u>Topic</u>	<u>Materials</u>	<u>Tasks & Evaluations</u>
Course Overview	Chapter 1	
The Context of Strategic HRM	Chapter 2	
Social Responsibility and HRM	Chapter 3	Quiz 1
Strategic Management	Chapter 4	
Corporate Strategies	Chapter 5	
Innovation and Creativity as Components of Strategy	Chapter 6	
The Evolving/Strategic Role of HRM	Chapter 7	Project 1
How Global HRM Differs from Domestic HRM	Chapter 8	
Strategic HR Issues in Global Assignments	Chapter 9	
Implementation of Strategic Human Resource Management	Chapter 10	
Strategic HR Issues in Global Assignments	Chapter 11	Quiz 2
Strategic Workforce Planning	Chapter 12	Midterm Test
Staffing	Chapter 13	
New Trends in Staffing	Chapter 14	
Performance Management and Feedback	Chapter 15	Project 2
The Performance Management Revolution	Chapter 16	
Training and Development	Chapter 17	
Integrating Training with Performance Management Systems and Compensation	Chapter 18	
Legal Issues in Compensation	Chapter 19	Quiz 3

Labor Relations	Chapter 20	Final Exam
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