Texas A&M University
Departmental Request for a Change in Course
Undergraduate • Graduate • Professional
Submit original form and attachments

1. This request is submitted by the Department of Management

2. Course prefix, number and complete title of course: MGMT 620 Strategic Human Resource Management

3. Change requested
   a. Prerequisite(s): From: __________________________ To: __________________________
   b. Withdrawal (reason): __________________________
   c. Cross-list with: __________________________

   Cross-listed courses require the signature of both department heads.

d. Change in course title and description. Enter complete current course title and current course description in item 4; enter proposed course title and proposed course description in item 5.

e. Change in course number, contact hours (lab & lecture), and semester credit hours. Complete item 6. Attach a course syllabus.

4. Complete current course title and current catalog course description:
   Strategic Human Resource Management.
   Survey of human resource management from a strategic perspective. Formulation and implementation of human resource strategy addressed for areas including planning, recruitment, selection, placement, training, development, appraisal, compensation, labor relations, international human resource issues and legal compliance and ethical responsibilities. Prerequisite: graduate classification.

5. Complete proposed course title and proposed catalog course description (not to exceed 50 words):
   Managing Human Resources.
   Survey of human resource management; formulation and implementation of human resource strategy addressed for areas including planning, recruitment, selection, job choice, training, development, appraisal, compensation, benefits, labor relations, international human resource issues and legal compliance. Prerequisite: graduate classification.

6. a. As currently in course inventory:

<table>
<thead>
<tr>
<th>Prefix</th>
<th>Course #</th>
<th>Title (excluding punctuation)</th>
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<tbody>
<tr>
<td>MGMT</td>
<td>620</td>
<td>STRAT HUMAN RES MGMT</td>
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<tr>
<td>Lect.</td>
<td>Lab</td>
<td>SCH CIP and Fund Code</td>
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b. Change to:

<table>
<thead>
<tr>
<th>Prefix</th>
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<tr>
<td>MGMT</td>
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Approval recommended by:
Murray R. Barrick 3/5/09
Department Head - Type Name & Sign Date

Chair, College Review Committee 3/27/09
Dean of College 5/7/09
Dean of College Date

Submitted to Coordinating Board by:
Associate Director, Curricular Services

Questions regarding this form should be directed to Sandra Williams at 845-8201 or sandra-williams@tamu.edu
Curricular Services - 12/08

1 of 9 B16
MGMT 620 – Request for Change in Course
Supporting Statement

The proposed title and description change of MGMT 620 is being requested to better reflect the content of the course.
MGMT 620
Strategic Human Resources
Fall 2009
12:45-3:15p Thursday

Mr. James L. Wilkerson
Office: 405 Wehner
Telephone: 979-845-4861 Office
713-706-4291 Home
Email: jwilkerson@mays.tamu.edu - Office
j2684@att.net - Home

OFFICE HOURS:  Tuesday 10: 00a -11:30a. by appointment
               After class 3:15 p.

PREREQUISITE:  Graduate classification

COURSE DESCRIPTION:
Survey of human resource management; formulation and implementation of human resource strategy
addressed for areas including: planning, recruitment, selection, job choice, training, development,
appraisal, compensation, benefits, labor relations, international human resource issues and legal
compliance.

ASSIGNED READINGS:
Company: Boston, MA. Other material handed out or researched by class.

COURSE OBJECTIVES:
The intent of this course is to introduce students to the field of Human Resource Management.
Students will learn theory and applications involved in effectively managing employees in
organizations. The concept and critical thinking skills stressed in this course are applicable in all
types and sizes of organizations and jobs in which the students will eventually find themselves. The
intent of this course through the active involvement of the students in the learning process will be to improve and polish both written and verbal communication skills.

**SCHOLASTIC DISHONESTY:**

Scholastic dishonesty (including cheating and plagiarism) will not be tolerated. Scholastic dishonesty by a few is grossly unfair to the majority of students who are honest. Cases of apparent dishonesty will be pursued to the fullest extent allowed by University regulations. Please help us keep the grading fair and the learning opportunity in Management 620 and Management 373 equitable as possible.

As commonly defined, plagiarism consists of passing off as one’s own the ideas, words, writings, etc., which belong to another. In accordance with this definition, you are committing plagiarism if you copy the work of another person and turn it in as your own, even if you should have the permission of that person. Plagiarism is one of the worst academic sins, for the plagiarist destroys the trust among colleagues without which research cannot be safely communicated.

If you have any questions regarding scholastic dishonesty, please go to the online Student Rules book. Look under Part I: Academic Rules, then go to the section entitled “Scholastic Dishonesty”.

And, please remember the Aggie Honor Code.

**Aggie Honor Code**

“An Aggie does not lie, cheat or steal or tolerate those who do.”

Upon accepting admission to Texas A&M University, a student immediately assumes a commitment to uphold the Honor Code, to accept responsibility for learning and to follow the philosophy and rules of the Honor System. Students will be required to state their commitment on examinations, research papers, and other academic work. Ignorance of the rules does not exclude any member of the Texas A&M University community from the requirements or the processes of the Honor System. For additional information please visit:

[http://www.tamu.edu/aggiehonor/](http://www.tamu.edu/aggiehonor/)

On all course work, assignments, and examinations at Texas A&M University, the following Honor Pledge shall be preprinted and signed by the student. “On my honor, as an Aggie, I have neither given nor received unauthorized aid on this academic work”.
ADA STATEMENT:

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. *If you believe you have a disability requiring an accommodation, please contact Disability Services in Cain Hall, room B118, or call 845-1637 ([http://disability.tamu.edu](http://disability.tamu.edu)).*

FOOD AND BEVERAGE POLICY:

We have a beautiful and state-of-the-art classrooms in the Wehner Building. We want to maintain the high quality of these classrooms for the students in future years. Thus, it is necessary for you to adhere to the established policy of NO BEVERAGES, FOOD, TOBACCO PRODUCTS, OR ANIMALS (unless approved) within the Wehner Building classrooms.

CLASS FORMAT:

Since this is a once a week, two and one half hour class, each class will be spent on the discussion of two or more chapters of the text as well as the case or cases for each chapter. You will have the responsibility of reading the assigned Chapters/Cases and be prepared to discuss and ask questions. To facilitate the learning of each chapter, depending on class size each of you will be assigned one or more chapters to present to the class in a Power Point format. I will lead the discussions of the case or cases of that chapter and you will be expected to enter into the discussion of each case. The presenter of the chapter will have the task of giving to me the findings on the case in a summary of no more than two pages at the beginning of the next class. At the conclusion of the text, you will be assigned an Internet Exercise to investigate, present to the class and summarize in a written report to me due the day of your presentation. There will be four short multiple choice and/or short answer examinations for the key points after the completion of each part of the text. Note there will be no midterm but there will be a final exam covering all material in the text and from our discussions.
GRADING:

(Because this is a graduate course a significant portion of your grade will be based on your communication skills)

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<tr>
<td>Communication of assigned</td>
<td>300</td>
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<tr>
<td>Chapter or Chapters/Case or Cases</td>
<td></td>
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<tr>
<td>Exams (note no midterm)</td>
<td>100</td>
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<tr>
<td>Internet Project</td>
<td>450</td>
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<tr>
<td>Final</td>
<td>100</td>
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<tr>
<td>Class Participation</td>
<td>50</td>
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<tr>
<td><strong>MAXIMUM TOTAL</strong></td>
<td><strong>1000</strong></td>
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(A=900 to 1000; B=800 to 899; C=700 to 799; D=600 to 699; F=0 to 599)

RUBRIC:

**300 max-Chapter or Chapters/Case or Cases**

125 max-Presentations Content-Material in Chapter was well organized.

100-Material was less than well organized and not all key points were discussed.

125 max-Presentations Style-Presentation was presented with enthusiasm and in a positive manner.

100-Presentation Style-Less than a positive message with no unique use of presentation material or presentation was not interesting

50 max-Write up of case or cases-Write up covered and answered questions on each case

25-Less than adequate coverage of questions on case

0-Case material was not turned in.

**100 max-Exams**

20 point max-on each exam of twenty multiple choice or short answer

**450 max Internet Project**

200 max-Presentations Content-Project was well researched and material content was organized in a manner which made the material interesting and understandable.

100-Presentation content was less than well researched and material content was not well organized
200 max Presentation Style-Presentation was presented with enthusiasm and in a positive manner. Creativity was used to make the material interesting.

100- Presentation style was less than a positive message and no creativity was used.

50 max- Project Write Up –Concise and clear write up of research.

25-Less than adequate write up.

0-No write up turned in

100 max Final Exam Final will be twenty multiple choice and or Short Answer questions

50 max Class participation

50-A consistent leader in classroom activities

40-A reasonably frequent participator in class

30-Occasional contributor in class
PROJECTED CALENDAR OF CLASSES

Class 1-Introductions, Review of syllabus, and drawing for the presentation Chapter. Bring to next class biographical information.
Read Chapter 1 and case assigned to that chapter. Hand out Dilbert for presentation.

Class 2-Presentation/case Chapter 1. Each of you in 10 minutes will present to class the Dilbert you selected and why.
Summary of key points Chapter 1.
Read Chapters 2, 3, and 4 and Taking HR to the Next Level page 134.
Read and be prepared to discuss the following cases: Chapter 2 Case Text pg 66, Chapter 3 Handout Expanding into Switzerland, Chapter 4 Case Text pg 131

Class 3-Presentation/cases Chapters 2, 3, and 4, and Taking HR to the Next Level.
Summary of key points. Discuss assigned cases.
Read Chapters 5 and 6.
Read and be prepared to discuss Chapter 5 Case Text pg 173, Chapter 6 Handout Apparel Inc, Handout Dead man’s Curve

Class 4-EXAM CHAPTERS 1-4.
Presentation/cases Chapters 5 and 6.
Summary of key points. Discuss assigned cases.
Read Chapters 7 and 8 and Taking HR to the Next Level page 244.
Read and be prepared to discuss Chapter 7 Handout Mitre, Chapter 8 Handout Zerox

Class 5-Presentation/cases Chapters 7 and 8 and Taking HR to the Next Level pg 244.
Summary of key points. Discuss assigned cases.
Read Chapters 8, 9, and 10.
Read and be prepared to discuss Chapter 9 Text 313, Chapter 10 Handout Medical Center

Class 6-EXAM CHAPTERS 5-7. Presentation/cases Chapters 9 and 10.
Summary of key points. Discussed assigned cases.
Read Chapters 11 and 12.
Read and be prepared to discuss Chapter 11 Handout Teaching Assistants, Chapter 12 Text pg 410.
Class-Presentation/cases Chapters 11 and 12.
Summary of key points. Discuss assigned cases.
Read Chapters 13, 14 and Taking HR to the Next Level page 479.
Read and be prepared to discuss Chapter 13 Handout Coney Island Hospital, Chapter 14 Handout Sears

Class 7-EXAM CHAPTERS 8-12. Presentation/cases Chapters 13, 14 and Taking HR to the Next Level page 479. Summary of key points. Discuss assigned cases. Read Appendix 1 and 2. Assignment of Internet Projects.

Class 8-EXAM CHAPTERS 13 AND 14. Presentation of Appendix 1 and Appendix 2

Class 9-Project Reports 1, 2, and 3

Class 10-Project Reports 4, 5, and 6

Class 11-Project Reports 7, 8, and 9

Class 12-Project Reports 10, 11, and 12

Class 13-Last day of class. Final Exam Review and any clean up.

Class 14-FINAL EXAM