

**STUDENT WARNING:** This course syllabus is from a previous semester archive and serves only as a preparatory reference. Please use this syllabus as a reference only until the professor opens the classroom and you have access to the updated course syllabus. Please do NOT purchase any books or start any work based on this syllabus; this syllabus may NOT be the one that your individual instructor uses for a course that has not yet started. If you need to verify course textbooks, please refer to the online course description through your student portal. This syllabus is proprietary material of APUS.

## American Public University System

*The Ultimate Advantage is an Educated Mind*

<p style="text-align: center;"><b>School of Business</b> <b>HRMT605</b> <b>Strategic Human Resource Management</b> <b>3 Credit Hours</b> <b>8 weeks</b> <b>Prerequisite(s): None</b></p>
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Please see the **Lessons** area in the classroom for additional course specific information

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### Course Description (Catalog)

The course examines the techniques, policies, processes, strategies, and practices used by companies and managers to effectively and efficiently leverage their human capital. Students will learn how the various “core” areas of human resource management including staffing, performance management, work and job design, training, and compensation are aligned to accomplish business objectives. Additionally, because HRM is becoming less of a functional responsibility and more of manager’s responsibility, the theories and techniques taught in the course are applicable for many positions in a wide variety of organizations. The goal is that by the end of the course, students will have a greater appreciation for the importance of human capital for achieving an organization’s goals.

### Course Scope

This course will help the student understand the current strategic human resource management practices being utilized in today’s workplace. The various readings, assignments, and discussion board topics will help the student to explore how these practices are envisioned, created, designed and developed, implemented, and evaluated. Discussions will be held to help the student explore how to evaluate and critique strategic human resource management practices, as well as to determine if these practices are appropriate to the given type of

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situation and/or organization

## Course Materials

### Required Course Textbooks

Book Number	Authors	Book Title	Publication Info	ISBN
n/a				

Textbook in APA format:

### Required Readings

See Forum for each week.

### Additional Resources

See course materials folder for all additional reading material from the course. Power Points etc

### Websites

In addition to the required course texts the following public domain Websites are useful. Please abide by the university's academic honesty policy when using Internet sources as well. Note web site addresses are subject to change.

Site Name	Website URL/Address
Society for Business Ethics	<a href="http://societyforbusinessethics.org/">http://societyforbusinessethics.org/</a>
(Refer to this website for some of the supplemental reading material that appears in your weekly discussion board)	
Society for Human Resource Managers (SHRM)	<a href="http://www.shrm.org">http://www.shrm.org</a>

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## Course Objectives

After successfully completing this course, you will be able to:

1. Analyze strategic approaches used by Human Resource Management (HRM) professionals in the workplace and the linkage to organizational strategy.
2. Assess human resource management's critical role as a "change" agent.
3. Explain the relationship of contingent workers, outsourcing, and the virtual organization.
4. Describe the strategic choices managers face with respect to ethical considerations, employee rights, employer responsibilities, and technology.
5. Determine the linkage between training, performance, productivity, and measuring the bottom line through metrics.
6. Demonstrate a practical understanding of SHRM through practice exercises and case analyses. Evaluate the value and appropriateness of SHRM functions and programs within specific organizational settings.
7. Evaluate the rise of neuroleadership in the human resource and organizational development disciplines.

## Course Outline

Please see the [Student Handbook](#) to reference the University's [grading scale](#)

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Week	Topic(s)	Learning Objective(s)	Reading(s)	Assignment(s)
1	Problem Solving and Decision Making	1, 4	See lesson week 1	Forum Introduction
2	HR Role	1	See lesson week 2	Forum

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3	Recruitment and Selection	3	See lesson week 3	Forum
4	Job Design	5, 6	See lesson week 4	Forum Research Outline Annotated Bibliography
5	Orientation and Training	5	See lesson week 5 □	Forum
6	Change Management	2	See lesson week 6	Forum
7	Employee Rights	4, 6	See lesson week 7	Forum Power Point
8	Wrap Up/Value Added of the HR Function	1, 2, 4, 5, 6, 7	See lesson week 8	Final Paper Neuroleadership Forum

### Course Delivery Method

This course delivered via distance learning will enable students to complete academic work in a flexible manner, completely online. Course materials and access to an online learning management system will be made available to each student. Online assignments are due by Sunday evening of the week as noted and include Forum questions (accomplished in groups through a threaded forum), examination, and individual assignments submitted for review by the Faculty Member). Assigned faculty will support the students throughout this eight-week course.

### Evaluation Procedures

Grading for the course will be based on the following:

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- Nine Forum Assignments
- Research Outline
- Annotated Bibliography
- PowerPoint Presentation
- Final Project

Grade Instrument	% Final Grade
Forums (9) 11.11pts each	35%
Research Outline 100pts	10%
Annotated Bibliography 100pts	15%
PowerPoint Presentation	10%
Final Project	30%
<b>Total</b>	<b>100%</b>

## Policies

Please see the [Student Handbook](#) to reference all University policies. Quick links to frequently asked question about policies are listed below.

[Drop/Withdrawal Policy](#)

[Plagiarism Policy](#)

[Extension Process and Policy](#)

[Disability Accommodations](#)

## **Grading Scale**

Please see the [Student Handbook](#) to reference the University's [grading scale](#).

## **Citation and Reference Style**

Attention Please: Students will follow the APA Format as the sole citation and reference style used in written work submitted as part of coursework to the University. Assignments completed in a narrative essay or composition format must follow the citation style cited in the APA Format.

## **Late Assignments**

Students are expected to submit classroom assignments by the posted due date and to complete the course according to the published class schedule. The due date for each assignment is listed under each Assignment. As adults, students, and working professionals, I understand you must manage competing demands on your time. We all know that "life happens" but it is important to adhere as closely to the deadlines in the class as possible.

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Should you need additional time to complete an assignment, please contact me before the due date so we can discuss the situation and determine an acceptable resolution. If arrangements are not made in advance, a late penalty of 10% will be assessed for any assignment submitted 1-7 days past the due date. Assignments will not be accepted after the 7th day. No work will be accepted past the final day of class.

### **Netiquette**

Online universities promote the advancement of knowledge through positive and constructive debate – both inside and outside the classroom. Forums on the Internet, however, can occasionally degenerate into needless insults and “flaming.” Such activity and the loss of good manners are not acceptable in a university setting – basic academic rules of good behavior and proper “Netiquette” must persist. Remember that you are in a place for the rewards and excitement of learning which does not include descent to personal attacks or student attempts to stifle the Forum of others.

- **Technology Limitations:** While you should feel free to explore the full-range of creative composition in your formal papers, keep e-mail layouts simple. The Sakai classroom may not fully support MIME or HTML encoded messages, which means that bold face, italics, underlining, and a variety of color-coding or other visual effects will not translate in your e-mail messages.
- **Humor Note:** Despite the best of intentions, jokes and especially satire can easily get lost or taken seriously. If you feel the need for humor, you may wish to add “emoticons” to help alert your readers: ;-), : ), ☺

### **Disclaimer Statement**

Course content may vary from the outline to meet the needs of this particular group.

### **Academic Services**

The Online Library is available to enrolled students and faculty from inside the electronic campus. This is your starting point for access to online books, subscription periodicals, and Web resources that are designed to support your classes and generally not available through search engines on the open Web. In addition, the Online Library provides access to special learning resources, which the University has contracted to assist with your studies. Questions can be directed to [librarian@apus.edu](mailto:librarian@apus.edu).

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- **Charles Town Library and Inter Library Loan:** The University maintains a special library with a limited number of supporting volumes, collection of our professors' publication, and services to search and borrow research books and articles from other libraries.
- **Electronic Books:** You can use the online library to uncover and download over 50,000 titles, which have been scanned and made available in electronic format.
- **Electronic Journals:** The University provides access to over 12,000 journals, which are available in electronic form and only through limited subscription services.
- **Tutor.com:** AMU and APU Civilian & Coast Guard students are eligible for 10 free hours of tutoring provided by APUS. [Tutor.com](http://tutor.com) connects you with a professional tutor online 24/7 to provide help with assignments, studying, test prep, resume writing, and more. Tutor.com is tutoring the way it was meant to be. You get expert tutoring whenever you need help, and you work one-to-one with your tutor in your online classroom on your specific problem until it is done.
- **Disability Accommodations:** Students are encouraged email [dsa@apus.edu](mailto:dsa@apus.edu) to discuss potential academic accommodations and begin the review process.

**Request a Library Guide for your course (<http://apus.libguides.com/index.php>)**

The AMU/APU Library Guides provide access to collections of trusted sites on the Open Web and licensed resources on the Deep Web. The following are specially tailored for academic research at APUS:

- Program Portals contain topical and methodological resources to help launch general research in the degree program. To locate, search by department name, or navigate by school.
- Course Lib-Guides narrow the focus to relevant resources for the corresponding course. To locate, search by class code (e.g., SOCI111), or class name.

If a guide you need is not available yet, please email the APUS Library: [librarian@apus.edu](mailto:librarian@apus.edu).

### Turnitin.com

Faculty may require assignments be submitted to Turnitin.com. Turnitin.com will analyze a paper and report instances of potential plagiarism for the student to edit before submitting it for a grade. In some cases professors may require students to use Turnitin.com. This is automatically processed through the Assignments area of the course.