MGT443 Strategic Human Resource Management

(3 credit hours)
Course Syllabus

Course Description

The course focuses on opportunities, planning, and emerging issues related to strategic human resource management. Learners will explore the alignment of business strategies and human resource management. Strategic human resource management will be defined and understood, emerging challenges will be discussed, how to strategically manage organizational change, and understanding the rationale for the creation of new roles and expectations of organizations required to be successful strategic business partners will be examined.

Course Learning Outcomes

By the end of this course, you will be able to:

1. Analyze strategic human resource management tasks as a strategic partner
2. Identify the challenges, opportunities, and issues in human resource management
3. Identify how to align human resource practices with business strategies
4. Critically analyze ethical implications of human resource management related to situations and decision-making
5. Discuss specific skills, competencies, and points of view needed by professionals in the field which influence the strategic organizational structure domestically and globally

Prerequisites/Corequisites

MGT318, MGT320 and LAW321

Required Textbook(s) and Resources

Mello, J. A. (2019). *Strategic Human Resource Management* (5th edition). Boston, MA: Cengage.

Note: this course may contain additional resources for specific activities. Be sure to read the instructions carefully for individual assignments or activities for those requirements. Where applicable, Tiffin University has obtained permission to use copyrighted material.

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Be sure to also review the weekly **Explore** sections for additional library or web resources. For access to databases, research help, and writing tips, visit the [Tiffin University Library](#).

Time Commitment

Effective time management is possibly the single most critical element to your academic success. To do well in this online class you should plan your time wisely to maximize your learning through the completion of readings, discussions, and assignments. Because of our accelerated, seven-week term, TU online courses are designed with the expectation that you dedicate a little over **six (6)** hours per credit hour to course activities and preparation **each week**. For example, for successful completion of a three-credit, seven-week online course you should reserve roughly **twenty (20) hours per week**.

To help plan your time and keep on track toward successful course completion, note the distinctive rhythm of assignment due dates:

1. All times assume Eastern Time (GMT-4).

2. Weeks begin at 12:00 a.m. ET on Monday and end at 11:55 p.m. ET on Sunday.

3. Unless otherwise noted, initial assignments or discussion posts are due by **11:55 p.m. ET** on **Wednesdays.**

4. Additional assignments or follow-up discussion posts are due by **11:55 p.m. ET** on **Saturdays, and**

5. Major assignments and reflections are typically due by **11:55 p.m. ET** on **Sundays.**

Learning Activities

Students will engage in weekly discussion posts and responses that encourage collaboration and learning within the online classroom. Assignments throughout the course are outlined in each. Research papers (2-3 pages) based on in-class readings will support each assignment. The capstone project (4-6 page paper), due in week three, allows students to engage in synthesizing the key learnings in weeks 1,2 and 3.

Grading

The following chart identifies the individual contributions from each type of activity, per week.

Activity	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Total
Discussion	50	50	50	50	50	50	50	**350**
Assignment	75	75	150	75	75	75	75	**600**

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Activity	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Total
Reflection	15	n/a	n/a	15	n/a	n/a	20	**50**
Total	**140**	**125**	**200**	**140**	**125**	**125**	**145**	**1000**

Grading Scale

A: 90-100% | B: 80-89% | C: 70-79% | D: 60-69% | F: <60%

Course Schedule and Weekly Checklist

Topic	Learning Activities (Due by 11:55 p.m. ET on day designated)
Start Here	☐ MON: Activity 1.1 Intro Forum
Week 1: Metrics, Investing in employees, competitive advantage	☐ WED: Activity 1.2 Initial Post ☐ SAT: Activity 1.2 Secondary Posts ☐ SUN: Activity 1.3 Human Assets ☐ SUN: Activity 1.4 Reflection
Week 2: Strategy models Traditional HR vs Strategic HR Human Resource and overall business strategy	☐ WED: Activity 2.1 Initial Post ☐ SAT: Activity 2.1 Secondary Posts ☐ SUN: Activity 2.2 Strategy Models
Week 3: Workforce planning Succession planning	☐ WED: Activity 3.1 Initial Post ☐ SAT: Activity 3.2 Secondary Posts ☐ SUN: Activity 3.2 Case Study Project

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Topic	Learning Activities (Due by 11:55 p.m. ET on day designated)
Week 4: Process of performance management Strategic choices in performance management design Pro's and con's of performance management systems	☐ WED: Activity 4.1 Initial Post ☐ SAT: Activity 4.1 Secondary Posts ☐ SUN: Activity 4.2 Assessing Performance Systems ☐ SUN: Activity 4.3 Reflection
Week 5: Challenges in managing diversity Critical role HR has within diversity and inclusion Future and past – where we are and where we are heading	☐ WED: Activity 5.1 Initial Post ☐ SAT: Activity 5.1 Secondary Posts ☐ SUN: Activity 5.2 Stereotype Biases
Week 6: Ethics in the workplace Ethics programs HR impact to ethics Training in ethics and social responsibility	☐ WED: Activity 6.1 Initial Post ☐ SAT: Activity 6.1 Secondary Posts ☐ SUN: Activity 6.2 Elevator Speech
Week 7: Differences in global and domestic HR Standardization of global HR Challenges and appreciation in international selecting and assignments	☐ WED: Activity 7.1 Initial Post ☐ SAT: Activity 7.1 Secondary Posts ☐ SUN: Activity 7.2 Project GLOBE ☐ SUN: Activity 7.3 Reflection

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Tips for Success

Successful online learning requires a good deal of self-discipline and self-direction. As seekers of the truth, we should be willing to challenge and review one another's academic work in a spirit of respectful comradery and constructiveness. You should accept constructive feedback as a gift. Your course is a place for you to stretch and grow as you benefit from the expertise, knowledge, experience and diverse perspectives of your instructor and peers. Constructive feedback will challenge you to stretch your own thinking, thereby expanding your knowledge, understanding and application.

To get the most out of your learning experience, you should actively engage (participate) in **ALL** course activities. Course elements in any given week are arranged chronologically. To complete a week, simply work your way "down the page" through all of the course materials and activities.

For More Information:

Be sure to review the Support, Policies, and Procedures addendum.