



Doc Nbr:	89447450	Status:	ENROUTE
Initiator:	tbutler	Created:	Sep 15, 2021

Change Course KO BUKO-Z 542

Course Request Key Fields

1.	Requesting Campus	KO-IU Kokomo
2.	Is this a Purdue Course?	No
3.	School	BUS - School of Business
4.	Current Academic Subject Area	BUKO - Business Kokomo
5.	Current Course Number	Z-542

Required Information

6.	Academic Career	GRAD - Graduate
7.	Credit Type	Graduate
8.	Effective Term (anticipated)	Spring 2022

Course Catalog Attributes

	Current:	Change to:
9 a.	Change Course Title	CREATING, LEADING AND MAINTAINING HIGH-PERFORMANCE ORGANIZATIONS
b.	Abbreviation	FOUNDATIONS OF STRATEGIC HUMAN RESOURCE MANAGEMENT
10 a.	Change Academic Subject Area	CREAT LEAD/MAIN HIGH-PERF ORGS
b.	Change Course Number	FOUNDATIONS OF STRATEGIC HRM
c.	Has course number been reserved with, ussscrt@indiana.edu, University Student Services and Systems?	BUKO - Business Kokomo
		Z-542
		Yes
11a.	Is the current course being discontinued?	No
12.	Change Credit Hours	Fixed 3.0
13.	Change Contact Hours	Fixed 3.0
14.	Is S-F grading approval being requested?	No
15.	Is variable title approval being requested?	No
16.	Prerequisites/Corequisites (to be enforced during registration)	
17.	Course Description	This course explores how managers create high-performance organizations by marshaling traditional and non-traditional human resource management, organizational leadership and change-management practices to align those practices with organizational strategy.

Course Attributes for Scheduling

	Current:	Change to:
18. Equivalent Courses		
19a. Repeatable for Credit?	No	
20a. Type of Instructional Experience (Select primary component)	Lecture	
b. Additional component(s) that apply		
21. Instruction Mode		
22. Instructor Name		
23. Estimated Enrollment		
24. Estimated Enrollment Percent Expected to be Graduate Students		
25. Frequency of Schedule	Once Per Year	
26. Change Course Typically Offered	Fall and Spring Terms	Fall Term
27. Will this course be required for majors?	Yes	

Additional Course Information

28. Justification for Course Change	Name change better reflects the course.
29a. Does this course overlap with existing courses?	No
30. Are the necessary reading materials currently available in the appropriate library?	Yes
31. Do you anticipate this course will require a special fee? (Information Only)	No

Essential Syllabus Information

ESI 1. Course Content	This course addresses various aspects of human resource management. The focus of the course is to help students understand how HR management contributes to organizational success through increasing the efficiency of human capital by adopting programs to enhance motivation and commitment of employees while meeting regulatory guidelines and satisfying employee career, work environment and work-life balance concerns.
ESI 2. Representative Bibliography or Resources	<p>Course Materials</p> <p>1. Textbook: Mondy & Martocchio (2016). Human Resource Management (14th ed.) Boston: Pearson. ISBN: 978-0133848809</p> <p>2. There are required supplemental readings (articles, case studies, PPT slides, etc.) throughout the semester in addition to the assigned chapters in the text. Additional readings will be posted on Canvas. (The syllabus will be updated as necessary.)</p>
ESI 3. Teaching and Learning Methods	Students will be evaluated on: 1) discussions 2) exams, 3) quizzes, 4) minute papers, 5) assignments/cases, 6) interview and reflection.

<p>ESI 4. Learning Outcome/Objectives</p>	<p>Course Objectives As a result of course participation, the student should be able to:</p> <ol style="list-style-type: none"> 1. Define the functional areas of human resources 2. Understand the strategic role of human resources 3. Identify ethical, social, and legal considerations in human resources 4. Explain the process of staffing an organization 5. Identify training and career development activities within an organization 6. Identify the various ways organizations compensate their employees 7. Be aware of health and safety issues in human resources 8. Identify the role of unions and collective bargaining 9. Compare and contrast the U.S. and global human resource environments
<p>ESI 5. Learning Assessment</p>	<p>Course Assessment and Structure: Assessment: Students will be evaluated on: 1) discussions 2) exams, 3) quizzes, 4) minute papers, 5) assignments/cases, 6) interview and reflection. The breakdown for each is as follows:</p> <ul style="list-style-type: none"> - Discussions: 10% - Quizzes: 15% - Exams: 40% - 5 minute papers: 10% - Assignments/cases: 15% - Interview and reflection: 10% <p>Discussions: There will be group discussions assigned various weeks. Each student must make an initial post and response posts. Initial posts are due on Fridays. No late discussion posts accepted.</p> <p>Quizzes: There will be quizzes assigned most weeks. Each quiz will usually consist of essay type questions. The quiz will cover content from the textbook chapters. No late quizzes accepted. No makeup quizzes will be allowed.</p> <p>Exams: There are 3 exams. Exams will be closed-book, and may consist of multiple choice, true/false, and/or short-answer type questions. Examinations will be based on assigned readings. You are responsible for reading the text. No late exams accepted. There are no makeups.</p> <p>5 minute papers: There will be assignments at the end of each module. The assignments will include questions about what you learned in each module. No late assignments accepted.</p> <p>Assignments/cases: There will be HR application assignments, incidents, and/or cases each week. No late assignments accepted.</p> <p>Interview and reflection: This consists of an interview with a person that is employed in human resource management, or has HR responsibilities as part of their job. You are looking to interview a person that performs recruitment, training, performance management, etc. activities for an organization (where you work, used to work, friend's or parent's contact, etc.).</p>

University Graduate School Specific Questions

<p>UGS1a. Is this a cross-listed course?</p>	<p>No</p>
<p>c. Is a cross-listing being permanently removed?</p>	<p>No</p>
<p>UGS2a. Is this a joint-listed (combined section) course?</p>	<p>No</p>
<p>c. Is a joint-listed (combined section) being permanently removed?</p>	<p>No</p>

For University Student Services and Systems Use Only

USSS 1.	Course ID	004504
USSS 2.	Remonstrance List	