Fall 9-1-2001

MBA 640.01: Human Resource Management

Maureen Fleming

University of Montana - Missoula

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MBA 640
Human Resource Management
Fall 2001

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Instructor:
Maureen Fleming

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Email:
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Home Phone:
549-7901

Office Hours:
Tuesday 10:15-11:45
Wednesday 10:15-11:45
or by appointment

Meeting Time:
Monday & Wednesday 2:10 pm - 3:30 pm

Meeting Place:
GBB 119

Text:
Mello, J.A. Strategic Human Resource Management, South Western, Ohio, 2002

Required Readings:
Wall Street Journal
Purpose and Objectives:

The purpose of this course is to provide you with opportunities to improve your ability to make human resource decisions in a variety of organizational situations. Students are required to analyze, discuss, and make recommendations and decisions based on available facts and information consistent with sound business and management concepts. The course should enable you to:

1. Apply human resource knowledge in an analytical manner.
2. Develop an understanding of the personnel/human resource literature.
3. Improve organizational problem solving ability--make effective human resource decisions.
4. Experience "real world" human resource problems.
5. Improve oral presentation ability.
6. Improve written communication ability.
7. Improve ability to work as part of a group.

Classroom Procedure:

The class will be run as a seminar to the extent possible. You are expected to actively participate during class discussion. In order for you to participate, you are expected to read the assignments on a regular basis and to do necessary library research in order to be informed on the assigned topic. You must be prepared to answer the critical thinking questions for each chapter. For each class prepare the required exercise and turn in the copy at the end of class.

Current Events:

For each class, you are to read current business periodicals to find something current happening in business about a topic to be discussed. Once you find a relevant article, copy it, read it,
bring it to class. You must turn in the copy as well as be able to discuss it in class.

Class Absence:

You are expected to attend each class meeting. If you miss class, within one week complete the class assignments and turn them in to me.

Grading:

2 take home exams 200
1 case 100
1 research project 100
TOTAL 400 Points

A = 94% - 100%
B = 86% - 93%
C = 78 - 85%
F = < 77%

Class Calendar
HOME: Faculty & Staff: Fleming: MBA640: Assignments

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Assignments

To download syllabus and other handouts, go to the resources page.

CASE ANALYSIS: Choose any case at the end of the book

I Update case & analyze based on 2001 information (one page update)

II Identify present problems and issues

III Identify potential problems and issues

IV Formulate strategies for resolution of problems and reduction of potential problems. Make strategic recommendations including costs & the implementation process (make at least 3 strategic recommendations).

V Include one to two page bibliography

Cases should be a 5 page typed analysis, plus 1-2 page bibliography.

LATE CASES WILL NOT BE ACCEPTED

PLEASE KEEP A COPY OF EVERYTHING THAT IS GIVEN TO THE INSTRUCTOR.
**MBA 640**  
**Human Resource Management**

**LECTURE SCHEDULE (Tentative)**

To download syllabus and other handouts, go to the **resources** page.

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<th>Date</th>
<th>Topic</th>
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<tr>
<td>SEPT 5</td>
<td>Introduction</td>
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<td>SEPT 10</td>
<td>Chapter 1: An Investment Perspective</td>
<td>Experiential Exercise 1</td>
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<td>SEPT 12</td>
<td>Chapter 2: Trends</td>
<td>Internet Exercise 1</td>
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<td>SEPT 17</td>
<td>Chapter 3: Strategic Planning</td>
<td>Resume for Career Fair Due</td>
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<td>GUEST SPEAKER: Cindy Boes from Career Services</td>
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<tr>
<td>SEPT 19</td>
<td>Chapter 4: The Evolving Role of HR</td>
<td>Following Class at 3:30 will be an orientation for all graduate students (Room 119)</td>
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<td>SEPT 24</td>
<td>Chapter 5: HR Planning</td>
<td>Experiential Exercise 1</td>
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<td>SEPT 26</td>
<td>Career Fair- Attendance Required</td>
<td>1 page report required</td>
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<td>OCT 1</td>
<td>Chapter 6: Design of Work System</td>
<td>Research Topic Proposal Due</td>
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<td>Experiential Exercise 1</td>
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<td>OCT 3</td>
<td>Chapter 7: Employment Law</td>
<td>Case Due</td>
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<td>OCT 17</td>
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<td>OCT 22</td>
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<td>OCT 24</td>
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<td>Oct 29</td>
<td>Chapter 14: International HR</td>
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<td>Experiential Exercise 1</td>
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<td>Oct 31</td>
<td>Presentation</td>
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<td>Nov 5</td>
<td>&quot;Who Moved My Cheese&quot;</td>
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Research Project Due

Exam II due