

**MGMT 4318**  
**Human Resource Management**  
**Sul Ross State University – Rio Grande College**

**Course Description**

The course is an advanced topics study of contemporary HRM practices and issues designed for juniors or seniors. Students will examine the strategic value and competitive advantage of HRM in the business environment. Students will gain a first-hand understanding of the assumption that all managers are accountable to their organizations in terms of the impact of their HRM activities, and they are expected to add value by leading their employees ethically and effectively. This course includes hands-on application of the learning theory principles and methods involved in all phases of employment in an increasingly knowledge-based and global work environment. Topic focus will include the best people-centered practices of high performing organizations, the personal and cultural implications of mergers and acquisitions, and how to develop sustainable workforce practices for the future.

**Course Objectives**

By the end of this course you should be able to:

1. Understand the legal framework within which the management of people takes place. This involves employment decisions in areas such as staffing, appraising, rewarding, disciplining, downsizing, and other areas of employee relations.
2. Be able to apply theory and research findings to promote a more enlightened, progressive management of people in each of the major areas we will examine during the term.

**Materials**

Required text: W.F. Cascio, Managing Human Resources: Productivity, Quality of Work Life, Profits, 9<sup>th</sup> Edition, New York: McGraw-Hill, 2013.

Additionally, the *External Links* tab on the course menu will take you to the Online Learning Center (OLC). The OLC contains valuable practice quizzes and term definitions associated with our text.

**Class Format**

Web courses require the student to take personal responsibility for keeping up with assignments and submitting all assigned material on time. Late or partially completed assignments will not be accepted for

grading purposes. If this is the first web course you are taking, get familiar with the Blackboard platform and spend extra time orienting yourself to the course menu and components during the first week of class.

### **Communication**

All communications will be through your Sul Ross email account and on the Announcements page of the course web site. Get in the habit of checking your Sul Ross email several times each week. I will send notices, assignments, changes, and other information through your Sul Ross email only.

### **Grading Policy**

The course requirements consist of two objective multiple choice exams and weekly Discussion Board assignments. The two exams comprise 80% of your grade and the Discussion Board assignments will be 20% of your grade in this course.

### **Contact Information**

Dr. Terry C. Carson  
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## **Distance Education Statement**

Students enrolled in distance education courses have equal access to the university's academic support services, library resources, and instructional technology support. For more information about accessing these services, visit the SRSU website. Students should submit assignments through Blackboard or SRSU email, which requires secure login information to verify students' identities and to protect students' information. Students enrolled in distance education courses at SRSU are expected to adhere to all policies pertaining to academic honesty and appropriate student conduct, as described in the student handbook. Students in web-based courses must maintain appropriate equipment and software, according to the need and requirements of the course as outlined in on the SRSU website.

