I. General Information

Title: Seminar of Special Topics in Human Resources

Code and number: HURS 8946

Credits: 3

II- Description

Review of the current problems related to the field of human resources and the management of problems confronted on a daily basis by company management.

III-Objectives

At the end of the course the student will be able to:

1. Analyze the complex problems facing the Human Resource Managers and specialists when they are designing and implementing a vigorous scientific Human Resource Program for an ongoing organization.

2. Evaluate which is an appropriate setting to apply the knowledge and skills obtained in the specialization courses such as Performance Management, Training, Human Development, and others.

3. To foster the student skills to deal with the complex problems in the area of Human Resource Management that the Companies and Organization are facing in a global environment.

4. To develop appropriate skills to design a Human Resources Management Program in an organization.

5. To develop appropriate skills to integrate the Business or organizational strategies with the Human Resource Management Programs Strategies.
6. To develop appropriate skills to perform organizational diagnostics about the effectiveness of its Human Resources Management Program.

7. Apply Human Resource Management Knowledge and skills to solution of labor and Industrial relation problems

**IV-Course Content**

**Introduction:**

A. Approaches to the evaluation of Organizational Effectiveness
B. Personal Department effectiveness: A Tripartite Approach
C. Defining the activities and effectiveness of the Human Resource Effectiveness


D. Integrating HRD Research and Practice
E. Doing research that is useful for theory and practice

1. Jacobs, R.L.
   HRD Partnerships for Integrating HRD Research and Practice


F. Analyzing and Integrating Human Resource Management Knowledge and Skills to Solution of Labor and Industrial Relations Problems

1. John R Niland Chrissie Verevis and Russell D Lansbury (editors),
The Future of Industrial Relations Global Change and Challenges, SAGE Publications, 1994


G. Ways of doing Practical Research

H. Quantitative Research Methods

I. Theory-building Research Methods


   b. Swanson, B.L., WAT Kino K.E., Marsick, V.J., “Quantitative Research Methods” Readings in Human Resource Development


V- Activities

1. Professor oral presentations.
2. Student must read the professional Journal
3. Case analysis.
4. Student Oral Presentation.
5. Student Research.

VI-Evaluation

Students will be evaluated about their skills and depth knowledge about how to perform an assessment of Human Resource Management Program in an Organization.
Special attention will be devoted to their capacity to apply a depth theory about Human Resource Management to the complex problems that the organization is facing.

In the evaluation process the professor will evaluate carefully the student proposal about the final project, the diagnostic perform the research conducted, the writing skills, presentation skills, and the degree of appropriateness of the final product presented.

Your course grade will be a weighted average of your grades:

<table>
<thead>
<tr>
<th>Component</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Mid Term Exams</td>
<td>25%</td>
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<tr>
<td>Final Exam</td>
<td>25%</td>
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<tr>
<td>Research Paper</td>
<td>50%</td>
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<tr>
<td>Total</td>
<td>100%</td>
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The following maximum grading is guaranteed:

- 90 -100 % = A
- 80 - 89 % = B
- 70 - 79% = C
- 60 – 69% = D
- Below 60 % = F

**VII – Special Notes**

A. Special Accommodations

Students who require special accommodations must request these services at the beginning of the course or as soon as they notice that they need help. Students can access this service with Professor Jose Rodriguez, Coordinator of Students with Special Needs at the Guidance and Counseling Office on the first floor at Metro’s Student Center.

B. Plagiarism

Plagiarism, dishonesty, fraud and any other type of manipulation or inappropriate behavior related to academic performance are unacceptable in our institution. Disciplinary actions will be taken on students found guilty of such practice. Inter American University has very strict regulations regarding plagiarism (using the ideas or words of others without giving proper credit), so it is important that you specifically read Chapter 5, Article 1, Section B.2c of the Student’ Rules and Regulations Handbook. This section clearly explains what plagiarism is. In addition, it explains the types of sanctions students are exposed to when they commit it.

C. Use of Electronic Devices
Cellular (mobile) telephones and any other electronic device that could interrupt the teaching-learning process or disrupt a milieu favorable for academic excellence will be deactivated. Critical situations will be dealt with in an appropriate manner. The use of electronic devices that permit the accessing, storing or sending of data during tests or examinations is prohibited.

VIII-Educational Resources

Textbook

Readings


Interpersonal Behavior, Communications, Conflict


IX-Bibliography


REV. 1/2016