

INTERAMERICAN UNIVERSITY OF PUERTO RICO
METROPOLITAN CAMPUS
ECONOMICS AND ADMINISTRATIVE SCIENCES DIVISION
GRADUATE PROGRAM

SYLLABUS

I. GENERAL INFORMATION

Course title : INTEGRATING SEMINAR IN
HUMAN RESOURCES
Code and number : BADM 697C
Credits : 3
Academic term : Trimester
Professor : Arline Milan Olivieri, Ph. D.
Office hours : M-TH 5-7PM
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II. DESCRIPTION

Academic experience directed to student's mastery of the knowledge inherent to their specialization and their capacity to integrate it and to apply it to the solution of complex problems. Prerequisite: Have completed all specialization courses. Grade P/NP.

III. OBJECTIVES

1. Demonstrate professional and educational experiences in an autobiography. Preparation.
2. Evaluate the nature of Human Resources and why that field is so important in the study of business in order to help organizations in achieving superior performance.
3. Demonstrate applied knowledge, skills, and attitudes related to the Human Resources Management field, including the new theories and practices of this specialization.
4. Analyze complex problems faced by human resource managers and specialists when they are designing and implementing current approaches to a Scientific Human Resource Management program for an ongoing organization.

5. Evaluate how everything learned through specialization courses can be applied to the daily decisions that Human Resources professionals have to take.
6. Summarize the main practices that should be conducted by the human resources managers in order to let employees demonstrate their abilities in making a good work, and performing excellently.
7. Explain the actual development of Human Resources and its position in history.
8. Analyze the different skills, attitudes, and new tendencies of the Human Resource Management field.
9. Discuss videos and movies, and explain why this kind of media is so important inside the Human Resource Management field.
10. Demonstrate and integrate good research skills, by solving cases related to Human Resources field.

IV. CONTENTS

A. Autobiography Preparation

Each student will prepare a description of his/her entire life. It is very important to begin from birth until your master's degree. Please, include relevant data, such as who are your parents, where were you born, where did you study elementary, middle, and high school. You should also include special prizes received in your life, as medals in graduations, honors, and certifications. It is necessary to include a copy of your certificates as high-school and bachelors degree diploma, membership and conferences participation certificates, among others.

B. Analyze four professional journal articles from 2008 to the present

Choose four articles that have been published in professional journals. Examples of these journals are Harvard Business Review, Academy of Management Journal, Journal of Applied Behavior, and Advanced Management Journal, among others. Make a deep and detailed analysis of each of the articles separately.

C. The Human Resources Management role in determining employee benefits

Develop a comprehensive compensation and benefit structure for your organization. Mention what you think are your critical issues in pay and benefits for "new workers" in the market place. Define and describe how these systems are put together and how they benefit both the organization and the workers. Cite examples of successful companies that have bridged these new worker issues.

Be sure to include citations for all quotations and paraphrases with references in APA format and style.

D. Analyze a video or a movie related to the Human Resources.

Choose a movie or video related, or that has some scenes that explain the Human Resource Management field. Make a Power Point presentation including details as the summary of the movie, information about the actors, information about the characters that appear in the movie. General information about the movie, as the year it was filmed and who directed it, should also be included. Include a detailed explanation of why the movie was chosen, and why do you think it is related to the Human Resource Management field.

After explaining all the general information of the movie, choose 4 scenes of the movie in which appears some incident or aspect that you consider relevant to the study of Human Resources. Insert the snapshot in the presentation. Explain in detail why do you think it is important that we study it in this seminar, and how can you integrate it with all the concepts, theories, and practices that you have learned in your specialization courses.

E. Reflective summary

Write a substantial reflective response that shows how the coursework is relevant to your experiences. Apply the coursework to your own actual labor situation. Be sure to respond to the following prompts:

- demonstrate mastery of the course material
- apply this knowledge to the real world

V. ACTIVITIES

- A. Assigned key concepts and theories readings, from books, journals, and Internet
- B. Comprehensive case analysis
- C. Professional dialogues
- D. Intense use of videos and other technological devises
- E. New ventures proposal writing

F. Website General Reading

VI. EVALUATION

	Points	% of total grade
A. Autobiography	100	20
B. Journal article analysis in HR	100	20
C. Movie analysis in HR	100	20
D. Employee benefits paper	100	20
E. Reflective summary	100	20

VII. SPECIAL NOTES

A. Special Accommodations

Students who require special accommodations must request these services at the beginning of the course 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 with academic performance are unacceptable in our institution. Disciplinary actions will be taken on students found guilty of such practice as established in Chapter V, Article 1, Section B.2 of the Student's Rules and Regulations handbook
<http://metro.inter.edu/servicios/documentos/reglamentosestudiantes2006.pdf>

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

Armstrong, M. (2006). *Handbook on Human Resource Management* (10th ed.). London, UK: Kogan.

IX. BIBLIOGRAPHY

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