Instructor: Carol Flinchbaugh, PhD
Office: 213 – Guthrie Hall
Phone: 646-5764
E-Mail: Via Canvas (preferred) or cflinch@nmsu.edu

Course Hours: Monday, Tuesday, and Wednesday, 9:00 a.m.- 11:30 a.m.
Course Location: 103 BC
Office Hours: T 12:00 p.m.-1:00 pm; and by appointment

Course Overview
The goal of this course is to give you an increased understanding of current trends in Human Resource Management. Accordingly, a typical daily session surveys a different current trend in the HRM function.

Materials
There is no required text for this course. The majority of course materials will be posted on Canvas. You are expected to print out copies of all reading. Select case studies for the course may have associated costs.

Expectations
Since this course is designed to help you succeed in a professional environment, you will be expected to conduct yourself accordingly. Therefore each student is expected to:

• **Come prepared.** Each student is expected to read the assigned material and participate in class discussion.
• **Arrive on time.** Each student is expected to be in class by the start of class. Please let me know if you will be late due to the location of the prior class.
• **Show respect.** Both the instructor and the students must treat each other with respect. Disagreement will be encouraged throughout the course, but respect for others is paramount in today’s business community and should be practiced in class discussions.
• **Be professional.** Students should conduct all communication with a professional style and tone. This will be expected of you in your future endeavors and will be expected of you in this course.
• **Pride in quality.** The work turned in for this course is expected to be of high quality. In the end, the quality of your work is a reflection of who you are and how seriously you take the task at hand. Additionally, in the future, your professional reputation will be heavily based on the quality of your work. Therefore students will be expected to turn in work that they feel represents the quality of themselves and of their learning teams.

Evaluation/Grading. Come to class on time and prepared to take part and you will learn much more than you otherwise would. I will not grade on participation, but if you’re just below a grade cutoff at the end of the semester (i.e., only 1% from the next grade increment) and you have participated regularly in a quality way, I’ll bump your grade up and over the line to the next highest increment (for example, from B+ to A-). Quality of participation is more important than quantity. You’re always welcome to ask me how you’re doing on this dimension.

Exam. There will be one mid-point exam during the semester. The exam will consist of applied essay questions. (Grading Weight = 150 points)

Group Written Case Summaries*. There will be three group case studies during the semester. (Grading Weight = 75 points each)

Current Trends in HRM Analysis and Presentation. Each group will be asked to identify an organization and contact an HR representative from this organization. Groups will schedule an interview time with the HR personnel (in person or via Skype). Your goal for the meeting is to identify what this person considers to be key new issues in HRM. Groups will then write a 4-5 double-spaced page analysis of the current trend(s). All group members will present their issue during final class on Wednesday, June 25th. Presentations will be a minimum of 8 minutes and maximum of 12 minutes in length. The paper will be uploaded to Canvas on this day. The essays and presentations should be organized in the following manner:

1) **Overview and description of the organization**
2) Overview and description of the contemporary issue(s)
3) Identification of how the trend relates to some element of HRM
4) Discussion of the benefits and/or consequences of the HRM component to the firm/industry.

(Grading Weight = 150 points)

DUE: Wednesday, July 1

**Online Internship Analysis.** Each student will be asked to identify potential internship opportunities from two companies of interest. You will evaluate the internship opportunities on a number of different factors in a 3-4 double-spaced page paper, including: why these companies interest you?; key job roles of intern; what is the hiring/selection process?; how are interns evaluated?; what is stated value of internship?  (Grading Weight = 75 points)

DUE: Monday, June 8

*Completing cases individually is allowed if preferred by the student.*

Each item's contribution to your course grade is given in points below:

<table>
<thead>
<tr>
<th>Item</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Midpoint exam</td>
<td>150</td>
</tr>
<tr>
<td>Case #1</td>
<td>75</td>
</tr>
<tr>
<td>Case #2</td>
<td>75</td>
</tr>
<tr>
<td>Case #3</td>
<td>75</td>
</tr>
<tr>
<td>Current trends in HRM analysis and presentation</td>
<td>150</td>
</tr>
<tr>
<td>Online internship activity</td>
<td>75</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>600</strong></td>
</tr>
</tbody>
</table>

If a student misses an exam for any reason he or she may be allowed to make up the exam according to the New Mexico State University policy. If a student is eligible for a make-up, he or she will be given a different version of the exam which will be formatted as an essay exam and set at a higher level of difficulty than the original test.

I will base your final course grades on the following scale:

- 97-100%  A+
- 93-96%   A
- 90-92%   A-
- 87-89%   B+
- 83-86%   B
- 80-82%   B-
- 77-79%   C+
- 73-76%   C
- 70-72%   C-
- 67-69%   D+
- 63-66%   D
- 60-62%   D-
- 0-59%    F

Extra credit opportunities may be available through participation in business research studies.

**Cell phones and wireless Internet:** Please turn off all cell phones and wireless Internet devices during class. I consider it a personal affront if I discover that you are surfing the web, texting, answering email, online shopping, etc. during our class. If I find that you are doing this in class. I will invite you to leave for the day.

**How to succeed in this course.** There is no special secret to succeeding in this course. Most people who do the following in good faith will have little trouble in passing:

- Read all assigned material
- Complete all your assignments
• Be an active group participant
• Don’t miss class
• Pay attention

However, do not misread this advice as a message that this is an easy course. This course moves quickly over concepts that build on each other throughout the semester. I strongly urge you to not get behind. I will teach each session under the expectation that you are prepared. I will not take attendance, but it is my experience that students who do not come to class do not succeed.

Notice Concerning Disabilities and Discrimination. Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) covers issues relating to disability and accommodations. If a student has questions or needs an accommodation in the classroom (all medical information is treated confidentially), contact: Trudy Luken, Corbett Center, Rm. 244 Phone: (575) 646-6840 E-mail: sas@nmsu.edu Website: www.nmsu.edu/~ssd/

NMSU policy prohibits discrimination on the basis of age, ancestry, color, disability, gender identity, genetic information, national origin, race, religion, retaliation, serious medical condition, sex, sexual orientation, spousal affiliation and protected veterans status. Furthermore, Title IX prohibits sex discrimination to include sexual misconduct, sexual violence, sexual harassment and retaliation. For more information on discrimination issues, Title IX or NMSU's complaint process contact: Gerard Nevarez, Executive Director or Agustin Diaz, Associate Director Office of Institutional Equity (OIE) O'Loughlin House Phone: (575) 646-3635 -- E-mail: equity@nmsu.edu

Academic and non-academic misconduct: The Student Code of Conduct defines academic misconduct, non-academic misconduct and the consequences or penalties for each. The Student Code of Conduct is available in the NMSU Student Handbook online: http://deanofstudents.nmsu.edu/student-handbook/1-student-code-of-conduct/
Academic misconduct is explained here: http://deanofstudents.nmsu.edu/student-handbook/1-student-code-of-conduct/3-academic-misconduct.html

Plagiarism. Plagiarism is using another person's work without acknowledgment, making it appear to be one's own. Intentional and unintentional instances of plagiarism are considered instances of academic misconduct and are subject to disciplinary action such as failure on the assignment, failure of the course or dismissal from the university. The NMSU Library has more information and help on how to avoid plagiarism at http://lib.nmsu.edu/plagiarism/.

MGT 465
Course Schedule and Reading Assignments

Monday, June 1: Overview of key HRM functions, Current Trends, What about a worker perspective of HRM?
Activity: What do you see as current trends in HRM?
Readings: Workplace Panel Trends:
Why we hate HR (Fortune 500);
What workers really want….and need

Tuesday, June 2: Internships in the hiring process
Pros and Cons of internships; Workplace wellness
Reading: HR at Netflix
BOA intern death
Fresh faces internships
Wellness at NPR

Wednesday, June 3: HR and Technology: Part 1
HR and social media: Hiring and Performance Management, Legal implications
Homework activity: Interview people on technology use.
Reading: e-HRM: Desired Goals and actual outcomes
Reading: Mobile Apps
Reading: Social media case. Sonia takes chances on Yammer

**Introduce CASE #1:** New Kid on the Block: Diagnosing Organizational Development Issues Using Data

Monday, June 8:  HR and Technology: Part 2 and Creating a flexible workplace
Reading: HR technology predictions for 2014
Reading: Still Room for Improvement in Work Flex
Activity: Why do we need flexibility?
Activity: Benefits of Work/Life Balance Initiatives

**DUE:** Online Internship Activity

Tuesday, June 9:  It’s not all about technology
In class activity: “We Need To Talk”
**CASE #1:** New Kid on the Block: Diagnosing Organizational Development Issues Using Data (in-class preparation)

Wednesday, June 10: New HR Metrics and Analytics. What is being done? What are they measuring?
Reading: HR Metrics and Analytics chapter
Activity: Create performance metric for student group work

**Presentations for Case #1 (Group written summary due online by 9:00 am)**
Introduce Case #2 in class

Monday, June 15:  Review Case #1
Speaker: TBD
In-class time for Case #2 preparation

Tuesday, June 16: HR & Small business implications
Minimum wage concerns
Reading: Bradley_Federal Minimum Wage
Reading: Increasing the Minimum Wage

Wednesday, June 17:  **Case #2:** The Georges Hotel: A Case Study, Group presentations and group written summary (due before class)

Monday, June 22: Managin Virtual work teams
Reading: Maznevski & Chudoba (2000)
Reading: Millennials New Kids on the Block
Activity: Case Study

Tuesday, June 23:  **EXAM #1**
In class preparation for Case #3

Wednesday, June 24: HRM practices in Mexico: Part 1
Reading: Daspro (2009):
Reading: In Mexico, young and thin are often job requirements
Activity: Mexican Bio-data

Monday, June 29: Participate in research project

Tuesday, June 30:  **CASE #3:** International HRM Case study, Group presentations and group written summary (complete as in-class assignment)
Movie: Maquiladoras

Wednesday, July 1: **Group presentations: Current Trends in HRM**
**DUE:** Group Written Analysis of Current Trends in HRM