

HRTM 134: Human Resource Management in HRT

San Jose State University
Department of Hospitality, Recreation and Tourism Management
Spring 2009

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Class Times: Mon & Wed 10:30-11:45 am
Classroom: Sweeney Hall 346

Catalog Description

Explores HR functions in business settings with a focus on development of knowledge and skills needed by managers. Supervisor's role within organizations with emphasis on recruitment, selection, staff training and development, legal issues, performance appraisal, motivational strategies, public relations, and maintenance of effective environments.

Course Objectives

- To provide a thorough overview of the field of human resource management (HRM)
- To provide an understanding of how the primary functions of HRM relate to each other
- To provide an understanding of the roles and responsibilities of HR professionals
- To provide an understanding of how HRM has evolved over time
- To discuss international aspects and comparisons in HR

Attendance and Participation

Students are expected to attend all classes. Students are expected to come to class having read the assignment for that day and prepared to participate in class discussion on that topic.

Assignments

Students will be given assignments that involve applying the material covered in class. There will be two *research papers*. Each paper (no longer than 10 pages) assessing a key issue in human resources management is required. The nature of and expectations for the research papers will be communicated to students in details.

Grading Scheme

Participation in Class:	10%
Mid-term Paper:	40%
Final Paper:	<u>50%</u>
	<u>100%</u>

Grading Scale

A+ = 96.5-100%

A = 92.5-96.4%

A- = 89.5-92.4%

B+ = 86.5-89.4%

B = 82.5-86.4%

B- = 79.5-82.4%

C+ = 76.5%-79.4%

C = 72.5%-76.4%

C- = 69.5%-72.4%

D+ = 66.5%-69.4%

D = 62.5%-66.4%

D- = 59.5%-62.4%

F = <59.5%

COURSE SCHEDULE

Week	Topics of Discussion	Readings
Jan 26	Introduction	
Feb 2	The Nature of Human Resource Management	
Feb 9	HR Planning	
Feb 16	Equal Employment Opportunity	
Feb 23	The Nature of Jobs	
Mar 2	Staffing the Organization	
Mar 9	HR Training-Development	
Mar 16	Performance Management	
Mar 23	Spring Break	
Mar 30	Compensation Management	
Apr 6	Benefits	
Apr 13	Health and Safety	
Apr 20	Global Human Resource Management	
Apr 27	The HR Value Proposition	
May 4	Discussions	
May 11	Last Day of Instruction	
May 15	Final	

* Schedule may change at the discretion of the instructor. Any changes will be communicated to students in as timely a manner as possible.

University Policies

Academic Integrity Statement (from Office of Judicial Affairs):

“Your own commitment to learning, as evidenced by your enrollment at San José State University and the University’s Academic Integrity Policy requires you to be honest in all your academic course work. Faculty are required to report all infractions to the Office of Judicial Affairs. The policy on can be found at <http://www2.sjsu.edu/senate/S04-12.pdf>

Campus Policy in Compliance with the Americans with Disabilities Act:

“If you need course adaptations or accommodations because of a disability, or if you need special arrangements in case the building must be evacuated, please make an appointment with me as soon as possible, or see me during office hours. Presidential Directive 97-03 requires that students with disabilities register with DRC to establish a record of their disability.”

Library and Online Research Requirement

Library and online research are encouraged to complete this course.

Harry Meserve - Reference Librarian

hmeserve@sjsu.edu

408.808.2093

Student Rights and Responsibilities

<http://www2.sjsu.edu/senate/s90-5.htm>