**HRTM 134: Human Resource Management in HRT**

**Spring 2010**

San Jose State University

Department of Hospitality, Recreation and Tourism Management

Instructor: Ranjan Bandyopadhyay, Ph.D.

Office: SPX 53; Office Hours: Mon & Wed 2:00-5:00 or by appointment

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Class Times: Mon & Wed 10:30-11:45 am; Classroom: Sweeney Hall 345

**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 discuss international aspects and comparisons in HR

**Assignments**

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: \_50%

 100%\_

**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**

|  |  |  |
| --- | --- | --- |
|  **Dates** | **Topics of Discussion**  | **Readings**  |
|  27 Jan   | Introduction |  - |
|  1 Feb  3 Feb  | The Nature of Human Resource Management No class |   - |
|  8 Feb 10 Feb  | HR Planning |  - |
|  15 Feb  17 Feb  | No classEqual Employment Opportunity |  - |
|  22 Feb  24 Feb  | The Nature of Jobs |  - |
|  1 Mar 3 Mar | Staffing the Organization  |  - |
|  8 Mar  10 Mar | HR Training-Development No class |  - |
|  15 Mar  17 Mar  | Performance Management |  - |
|  22 Mar 24 Mar | Review**Mid-term Paper** |  - |
|  29 Mar  31 Mar  | Spring Break |   - |
|  5 Apr 7 Apr | Compensation Management  |  - |
|  12 Apr  14 Apr  | Benefits No Class |  - |
|  19 Apr  21 Apr  | Health and Safety |  - |
|  26 Apr 28 Apr  | Global Human Resource Management |  - |
|  3 May  5 May | The HR Value Proposition |  - |
|  10 May 12 May  | Discussions |  **-** |
|  15 May 17 May | **Final Paper** |  |

\* Schedule may change at the discretion of the instructor. Any changes will be communicated to the

 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](http://www2.sjsu.edu/senate/S04-12.pdf#_blank)

**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.

Paul Kauppila - Reference Librarian

Paul.Kauppila@sjsu.edu

408.808.2042

**Student Rights and Responsibilities**

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