

HRM 613: Strategic Human Resource Management

(3 credit hours)

Course Syllabus

Course Description

This course explores the use of human resource strategies and practices in creating and sustaining competitive advantage for the organization. Topics include measurement of human resource outcomes and the impact on the bottom line; human resource and organizational strategy; human resource and globalization; and human resource role in other strategic management decisions.

Course Learning Outcomes

By the end of this course, you will be able to:

1. Identify an overview of human resource organizational strategy and competitive advantage.
2. Align people, processes and technologies in the creation of core competencies and competitive advantage.
3. Predict HR practices and systems to support the people, processes, and technologies necessary to carry out strategic actions.
4. Integrate critical analysis from practicing strategic thinking and HR strategic decision making through specific case analyses and exercises.
5. Critique how globalization impacts human resource strategic planning.

Required Textbook(s) and Resources

Included Resources:

This course uses an Open Educational Resources (OER) textbooks and resources that are included with the course.

Burokas, N. (n.d.). [Human Resources Management \(Lumen Learning\)](#).

Be sure to also review the weekly **Explore** sections for additional library or web resources. For access to databases, research help, and writing tips, visit the [Tiffin University Library](#).

Time Commitment

Effective time management is possibly the single most critical element to your academic success. To do well in this online class you should plan your time wisely to maximize your learning through the completion of readings, discussions, and assignments. Because of our accelerated, seven-week term, TU online courses are designed with the expectation that you dedicate a little over **six (6)** hours per credit hour to course activities and preparation **each week**. For example, for successful completion of a three-credit, seven-week online course you should reserve roughly **twenty (20) hours per week**.

To help plan your time and keep on track toward successful course completion, note the distinctive rhythm of assignment due dates:

1. All times assume Eastern Time (GMT-4).
2. Weeks begin at 12:00 a.m. ET on Monday and end at 11:55 p.m. ET on Sunday.
3. Unless otherwise noted, initial assignments or discussion posts are due by **11:55 p.m. ET on Wednesdays**.
4. Additional assignments or follow-up discussion posts are due by **11:55 p.m. ET on Saturdays, and**
5. Major assignments and reflections are typically due by **11:55 p.m. ET on Sundays**.

Learning Activities

This course combines discussion forums and written assignments to encourage research, analysis, and reflection on HRM practices. Each week concludes with a major written assignment requiring the creation of HR-related documents. The Best Lawn & Garden Case Study, introduced in Week 2, serves as the foundation for assignments on Total Rewards, Global Business, and Diversity.

Key Assessment (Taskstream Submission)

This TU course features a “Key Assessment” that provides you the opportunity to demonstrate your program’s core competencies. It also shows how the course fits within the broader curriculum. For this course, Activity 1.3: Strategic Plan for Selection Process is the Key Assessment.

Grading

The chart below identifies the individual contributions from each type of activity, per week.

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Total
Forums Activity 1.1 (n/a) Activity 1.2 (30)	Forums Activity 2.1 (30)	Forums Activity 3.1 (30)	Forums Activity 4.1 (30)	Forums Activity 5.1 (30)	Forums Activity 6.1 (30)	Forums Activity 7.1 (30)	210
Assignments Activity 1.3 (120)	Assignments Activity 2.2 (120)	Assignments Activity 3.2 (120)	Assignments Activity 4.2 (120)	Assignments Activity 5.2 (120)	Assignments Activity 6.2 (120)	Reflection Activity 7.3 (70)	790
150	150	150	150	150	150	100	1000

Undergraduate Grading Scale

A: 90-100%

B: 80-89%

C: 70-79%

D: 60-69%

F: <60%

Graduate Grading Scale

A: 90-100%

B: 80-89%

C: 70-79%

F: <69%

Course Schedule and Weekly Checklist

Start Here

- MON: Activity 1.1: Meet Your Peers - Introductory Post

Week 1 – HR Strategic Planning

- WED: Activity 1.2: Barriers to Strategic Leadership - Initial Post
- SAT: Activity 1.1: Meet Your Peers - Secondary Post
- SAT: Activity 1.2: Barriers to Strategic Leadership – Secondary Post
- SUN: Activity 1.3: Strategic Plan for Selection Process

Week 2 – Organizational Effectiveness and Development

- WED: Activity 2.1: OED Interventions - Initial Post
- SAT: Activity 2.1: OED Interventions - Secondary Post
- SUN: Activity 2.2: Lawn and Garden Case Study

Week 3 – Total Rewards: Indirect Compensation

- WED: Activity 3.1: Philosophy and Strategy for Total Rewards - Initial Post
- SAT: Activity 3.1: Philosophy and Strategy for Total Rewards - Secondary Post
- SUN: Activity 3.2: Analyzing Indirect Compensation Plans

Week 4 – Total Rewards: Direct Compensation

- WED: Activity 4.1: Legal Issues in Compensation - Initial Post
- SAT: Activity 4.1: Legal Issues in Compensation - Secondary Post
- SUN: Activity 4.2: Performing a Job Analysis

Week 5 – Globalization

- WED: Activity 5.1: Pestle Analysis - Initial Post
- SAT: Activity 5.1: Pestle Analysis - Secondary Post
- SUN: Activity 5.2: Strategically Approaching Global Assignments

Week 6 – Diversity and Inclusion Initiatives

- WED: Activity 6.1: Initiatives in a Multi-Generational Workforce - Initial Post
- SAT: Activity 6.1: Initiatives in a Multi-Generational Workforce - Secondary Post
- SUN: Activity 6.2: Improving Diversity and Inclusion Practices at Work

Week 7 – U.S. Laws & Regulations

- WED: Activity 7.1: Key Employment and Case Law - Initial Post
- SAT: Activity 7.1: Key Employment and Case Law - Secondary Post
- SUN: Activity 7.2: Course Reflections

Tips for Success

Online learning requires self-discipline and self-direction. As seekers of the truth, we should be willing to challenge one another's academic work in a spirit of respectful comradery. Your course is a place for you to grow as you benefit from the expertise, experience, and diverse perspectives of your instructor and peers. Constructive feedback will challenge you to stretch your own thinking, thereby expanding your knowledge and understanding.

To get the most out of your learning experience, you should actively engage (participate) in **ALL** course activities. Course elements are arranged chronologically. To complete a week, simply work your way "down the page" through all of the course materials and activities.

For More Information:

Be sure to review the Support, Policies, and Procedures addendum.