

SYLLABUS

Human Resource Management

Fall 2023

Class meets: Tuesday 9am-11:50am in Room 421 TSMC Building

Instructor: Dr. Yu-Wen Liu

Office: Room 851 TSMC Building

Office hours: By appointment

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Course Description:

This course explores the central, strategic role that HR plays in making organizations competitive. The course focuses on the concepts and practices of human resource management, including recruitment and selection of employees, equal opportunity, training and development, performance appraisals, and compensation and benefits issues. A special focus on the increasing globalization and workforce diversity in high-performance organizations is also included.

Course Objectives:

1. Describe the functions of HR management.
2. Provide examples of the new management practices that are changing HR management.
3. Illustrate how building employee commitment can be a cornerstone of an employer's HR philosophy.
4. Present the basic processes for: developing job specifications; recruiting, interviewing, and placement of employees; compensation and benefits plans; and conducting performance appraisals.
5. Outline the organization's role in the career management process.
6. Explain employee mobility.
7. Understand the impact of globalization on HR management

Textbook (Optional):

Noe, Hollenbeck, Gerhart & Wright. Fundamentals of Human Resource Management. McGraw Hill.

HRM textbook with different versions or from different publishers all work.

Cases:

#1 Karen Leary

Class Structure:

Class sessions may include lectures, small and large discussion groups. We will strive to clarify, supplement, and analyze text materials. You are responsible for all assigned readings and all materials presented in class. You are also responsible for all information disseminated in class and all course requirements, including deadlines.

Grading criteria:

<u>Reflection paper</u> (Video and activity)	15%
<u>Assignments</u> (20 for each)	40%
<u>Case analysis</u>	20%
<u>Class participation</u>	25%

Details:

Guidelines for Reflection paper, Case analysis, and Final individual project will be provided in separate documents.

Assignment #1:

Below are two journal articles related to AI and HRM. Everyone select one of the below articles and write a summary with a maximum length of five pages.

- Charlwood A. & Guenole, N. (2022). Can HR adapt to the paradoxes of artificial intelligence? *Human Resource Management Journal*, 32, 729-742.
- Budhwar, P., et al. (2022). Artificial intelligence – challenges and opportunities for international HRM: a review and research agenda. *International Journal of Human Resource Management*, 33(6), 1065-1097.

Assignment #2:

What are those new techniques and applications that can be incorporated into existing typical recruiting procedures or performance management? How do those techniques and applications work with recruitment, selection or performance management? Please think outside the box and be as creative as possible. Introduce your new ideas, models, framework, or findings in PowerPoint presentation with six slides. You can write notes and description in notes pane.

Guideline for Assignment #2: Contains 5 to 6 slides in total.

- 1st slide: The title, your name, and date.
- 2nd slide: Introduce the new techniques and applications
- 3rd slide: How to embrace those new techniques and applications in HR practices?
- 4th slide: Continue with last slide (if needed).
- 5th slide: Challenges and obstacles? If no obstacles, list the benefits to the users.
- Final slide: For those applications with obstacles, please describe your initial thoughts/ideas to overcome obstacles. For those without obstacles, then tell us how to realize it?

Round table discussion: Everyone needs to present and promote his/her work during discussion. Participants are responsible for discussing and debating on the idea of a circular layout.

Reflection paper:

Everyone needs to write their reflection on a movie. Questions for the reflection paper will be provided before the movie-watching. The papers must be 1.5-spaced or double-spaced with one-inch margins and use a 12-point font size. Don't forget to include your name on the paper.

Case study:

Questions for the case will be delivered two weeks prior to the case study. The case analysis paper should not exceed five pages. The papers must be 1.5-spaced or double-spaced with one-inch margins and use a 12-point font size. Don't forget to put your name on the paper.

OTHER POLICIES OR NOTES:

- Do not miss classes. However, you are allowed to be absent from the class two times, no questions asked. You might want to use the freebies wisely. *Beyond that, your grade will be significantly affected.*
- Be on time for classes
- Turn off/ Airplane mode cellular phones
- Do not accept late assignments
- Do not cheat on exams
- Attendance \neq participation

Any violation of the above rules will seriously adversely affect your grade.

The conduct used in managing student use of the AI:

Conditionally open; please specify how generative AI is used in course output.

Weekly schedule (tentative):

Week	Date	Course Topic	Note
1	9/12	Introduction/course overview Human resource environment	
2	9/19	Analyzing work and designing Jobs	
3	9/26	Staffing and selection I: HR planning and recruiting	
4	10/3	Staffing and selection II: HR Planning and recruiting	
5	10/10	No class (National holiday)	
6	10/17	AI and HRM homework	No class/Assignment #1 due
7	10/24	Appraising and managing performance I	
8	10/31	Appraising and managing performance II	Assignment #2 due
9	11/7	Video: Layoff/Up in the air	Video watching at the library
10	11/14	Training and developing employees (T&D) I	Reflection paper due (Up in the air)
11	11/21	Training and developing employees (T&D) II	
12	11/28	Round table discussion (Assignment 1: Recruitment) Topic: New techniques and applications	
13	12/5	Compensation and Benefits I: Establishing Strategic Pay Plans	
14	12/12	Compensation and Benefits II: Pay for Performance and Financial Incentives	Activities (Group work)
15	12/19	IHRM: Expatriation/ repatriation	
16	12/26	Case #1 discussion	Case #1 Case analysis homework due