



LM1_overview

Learning Module 1 (M1) **The Foundations of Human Resource Management**

Goal

The goal of this learning module is to expose students to key topics in the Human Resource Management

Objectives

At the end of this learning module, you will be able to

- * Identify and explain what functions the term *human resource management* encapsulates and how they
- * Articulate the connection between High Performance Work Systems and Firm performance for
- * Summarize important trends impacting the field of HRM
- * Apply knowledge of *Millennial Generation* to challenges of performing the HR functions

Student Activities/Tasks

01. Read Chapter 1
02. Read Combs et al. (2006) article
03. Watch **HPWS Video**
04. Click on **LM1 Discussion 1- HPWS** and follow the instructions
05. Click on **LM1 Discussion 2 – Managing Millennials** and follow the instructions.
06. Take the **Module Evaluation**. This will give me feedback on your learning experience in this 1
07. Proceed to the next learning module.



LM2_Overview

Learning Module 2 (LM2) Equal Opportunity / Diversity

Goal

The goal of this learning module is to expose students to key topics in the Managing Equal Opportunity

Objectives

At the end of this learning module, you will be able to

- * Analyze and explain age discrimination from a case analysis
- * Discuss the application of Americans with Disability Act to employment settings
- * Identify and distinguish forms of sexual harassment in a video case study
- * Develop an argument that would help the EEOC prove adverse impact in a case study
- * Develop a defense against allegations of discriminatory practice in a case study.

Student Activities/Tasks

01. **Remember this module covers two weeks on the itinerary**
02. Watch the **Austin v Cornell** Introductory Video
03. Read **Chapter 2**
04. Click on **LM2 Discussion 1 Disparate Impact** and follow instructions
05. Click on **LM2 Assignment 1 Sexual Harassment The Office** and follow instructions
06. Watch the **ADA Video**
07. Click on **LM2 Discussion 2 ADA** and follow instructions
08. Click on **LM2 Assignment 2 Experiential Exercise** and follow instructions
09. Take the **Module Evaluation**. This will give me feedback on your learning experience in this l
10. **Proceed to the next learning module.**



LM3_overview

Learning Module 3 (LM3) HR Recruiting / Planning

Goal

The goal of this learning module is to expose students to key topics in the Planning and Recruiting funct

Objectives

At the end of this learning module, you will be able to

- * Discuss how recruiting strategies impact the competitive advantage of a firm
- * Compare and contrast elements of corporate web recruiting pages
- * Discuss the difference between a hiring profile and a job analysis and detail the advantages of ea
- * Construct a hiring profile

Student Activities/Tasks

1. Read **Chapter 3**
2. Click on **LM3 Discussion 1 Best Web Recruiting** and follow instructions
3. Watch the **Hiring Profile Video**
4. Read **Management White Pages Hiring Profile** and **Fast Company Article**
5. Click on **LM3 Assignment 1 Hiring Profile**
6. Take the **Module Evaluation**. This will give me feedback on your learning experience in this
7. Proceed to the next learning module.



LM4_OverviewPage

Learning Module 4 (LM4) Testing and Selecting Employees

Goal

The goal of this learning module is to expose students to key topics in Employee Testing

Objectives

At the end of this learning module, you will be able to

- * Explain the meaning of the terms *validity* and *reliability* as they pertain to employment
- * Distinguish between the validity of certain employment selection tests based upon
- * Discuss, from the viewpoint of an applicant, how certain employment selection tests
- * Comment on the relationship between personality and work performance
- * Offer a selection tool as a solution to a case incident that will be relatively free from

Student Activities/Tasks

1. Read **Chapter 4**
2. Watch the **Barrick FFM Video**
3. Watch the **Tippins Video**
4. Click on **LM4 Discussion 1 Rejected** and follow instructions
5. Click on **LM4 Assignment 1 Team Exercise** and follow instructions
6. Proceed to the next learning module.

There is No #5



LM7_Overview

Learning Module 7 (LM7) Performance Management and Appraisal

Goal

The goal of this learning module is to expose students to key topics in Performance Management and Appraisal.

Objectives

At the end of this learning module, you will be able to

- * Develop and evaluate a performance appraisal tool for a given situation
- * List the strengths and weaknesses of the performance appraisal process in your current job according to the *fairness* of it.
- * Explain and illustrate problems and / or errors that occur in the appraisal process and suggest alternative ways to improve the *fairness* of it.
- * Relate performance appraisal to organizational fairness implications

Student Activities/Tasks

1. Read **Chapter 6**
2. Click on **LM7 Discussion 1 Your PR** and follow instructions
3. Watch the **PR Literature Video**
4. Open and read the three **HR Talk Message Board** files
5. Read the **Twenty Best Practices Article** by Posthuma
6. Click on **LM7 Discussion 2 SHRM Blog Answer** and follow instructions
7. Proceed to the next learning module.



LM7_Overview

Learning Module 7 (LM7) Performance Management and Appraisal

Goal

The goal of this learning module is to expose students to key topics in Performance Management and Appraisal.

Objectives

At the end of this learning module, you will be able to

- * Develop and evaluate a performance appraisal tool for a given situation
- * List the strengths and weaknesses of the performance appraisal process in your current job according to the *fairness* of it.
- * Explain and illustrate problems and / or errors that occur in the appraisal process and suggest alternative ways to improve the *fairness* of it.
- * Relate performance appraisal to organizational fairness implications

Student Activities/Tasks

1. Read **Chapter 6**
2. Click on **LM7 Discussion 1 Your PR** and follow instructions
3. Watch the **PR Literature Video**
4. Open and read the three **HR Talk Message Board** files
5. Read the **Twenty Best Practices Article** by Posthuma
6. Click on **LM7 Discussion 2 SHRM Blog Answer** and follow instructions
7. Proceed to the next learning module.



LM8_overview

Learning Module 8 (LM8) Compensating Employees

Goal

The goal of this learning module is to expose students to key topics pertaining to the Compensation of Employees

Objectives

At the end of this learning module, you will be able to

- * Discuss various types of benefits a company could provide employees
- * Suggest a solution to a compensation problem in a call center
- * Apply the benefits approach of one firm to a class discussion
- * Engage your colleagues in a meaningful discussion of employee benefits

Student Activities/Tasks

1. Read **Chapter 7**
2. Click on **LM8 Discussion 1 HR Talk Call Center** and follow instructions
3. Watch the **SAS Video**
4. Click on **LM8 Discussion 2 Water Cooler Talks** and follow instructions
5. Proceed to the next learning module.



LM9_Overview

Learning Module 9 (LM9) Strategic HRM

Goal

The goal of this learning module is expose students to the topic of Strategic Human Resource Management.

Objectives

At the end of this learning module, you will be able to

- * Discuss how HR directors can add value to the firm
- * Discuss how corporate strategy can be aligned with HR
- * Use episodes of The Office to analyze commonly held perceptions of HR

Student Activities/Tasks

1. Read ~~Why We Hate HR, Fast Company Article~~
2. Watch ~~Strategic HRM Video.~~
3. Click on ~~LM9 Discussion 1~~ and follow instructions
4. Click on ~~LM9 Discussion 2~~ and follow instructions
5. Begin working with your team on the Final Case Study
6. Proceed to the next learning module.