



HRPO 2301.082 Human Resources Management - Online

Course Syllabus: Spring 2025

“Northeast Texas Community College exists to provide personal, dynamic learning experiences empowering students to succeed.”

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| | Monday | Tuesday | Wednesday | Thursday | Friday |
|--------------|------------------------|------------------------|--|------------------------|---------------------|
| Office Hours | 9:00 a.m. - 12:00 p.m. | 8:30 a.m. – 11:00 a.m. | 8:30 a.m. – 9:30 a.m. 11:00 a.m. – 12:00 p.m. | 8:30 a.m. – 11:00 a.m. | By appointment only |

This syllabus serves as the documentation for all course policies and requirements, assignments, and instructor/student responsibilities.

Information relative to the delivery of the content contained in this syllabus is subject to change. Should that happen, the student will be notified.

Course Description: 3 credit hours.

Lecture/Lab/Clinical: Online Course.

Behavioral and legal approaches to the management of human resources in organizations.

Prerequisite(s): None

Student Learning Outcomes:

- Explain the development of human resources management.
- Explain current methods of job analysis, recruitment, selection, training/development, performance management, promotion, and separation.
- Describe management's ethical, social, and legal responsibilities.
- Explain methods of compensation and benefits planning.
- Describe the role of strategic human resources planning.

Evaluation/Grading Policy:

All quizzes, assignments, discussion boards, exams, and case studies are completed individually and submitted electronically through Blackboard. Assignment grades will be posted within 5 days of the posted due date. Please pay careful attention to the due dates. **Late work will NOT be accepted.**

This course adheres to the NTCC Academic Honesty and Ethics statements discussed below. In addition, if a student submits the work of anyone else, they and the other person (if possible) will earn a zero grade on that assignment. If this happens a second time, the student will be dropped immediately from class with a failing grade and a note of academic dishonesty placed on their permanent NTCC record.

Assignments:

All assignments for this course will be provided on the first day of the course and will be completed and submitted via Blackboard. Assignments, instructions, and files are accessible via Blackboard.

Tests/Exams:

2 Exams (200 points each).

Each exam will be completed electronically in Blackboard. Exams are timed and students will only have one attempt to complete. No late work will be accepted. See course schedule for specifics.

Exam 1 covers chapters 1-7

Exam 2 covers chapters 8-14

Chapter Quizzes: 14 Chapter quizzes (280 points total)

Chapter quizzes are worth 20 points each. Quizzes are completed electronically through Blackboard and are presented in multiple choice format. Quizzes are timed and students will have two attempts on each quiz, but the most recent grade, *not* the highest grade, will be considered for final grade calculations. **No late work will be accepted.** See course schedule below for specifics.

Discussion Boards: 5 Discussion Board Assignments (20 points each)

Online discussion questions can be found under the caption **DISCUSSION BOARD** within **Blackboard** (see course schedule for dates). Students must post two responses to each topic posted.

Rubric:

- One initial post *and* a response to at least one peer.
- Initial post length requires a minimum of 75 words
- Secondary post length requires a minimum of 30 words per post
- MLA or APA format required, incorporate appropriate in-text citation(s) referring to the academic concept with corresponding references page for the initial post.

Written Final: 10 Essay Questions (120 points)

Students are to respond in their own words to ten open response/essay questions provided under the corresponding link in Blackboard.

Please remember responses should be your own work—plagiarism and/or collusion will not be tolerated. Credit will not be given for cut and paste responses with block quotations.

Please review the college policy and the course syllabus for details regarding academic honesty. Failure to include citations and references will result in an F. **Late submission will not be accepted.**

Final Grades

This course is set up on a point scale. You can calculate your grade at any time as all point values are listed on this syllabus. **Your final course grade will be based upon this scale only. There are NO extra credit opportunities. In addition, there are no “retakes” for any assignments or exams.** The scores that you receive on your original submissions will be what is counted toward your final grade. Please understand that I must adhere to this grading policy for all students so exceptions will not be made.

| Assignments | Number of Assignments | Total Points |
|-------------------|-----------------------|--------------|
| Discussion Boards | 5 | 100 |
| Quizzes | 14 | 280 |
| Exams | 2 | 400 |
| Written Final | 1 | 120 |
| Total | | 900 |

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| Final Grade Scale |
| A = 900-810 |
| B = 809-720 |
| C = 719-630 |
| D = 629-540 |
| F = 539 and below |

Required Instructional Materials:

Martocchio, Joseph J. - Human Resource Management 15th Edition.

Publisher:

Pearson

ISBN Number:

9780134739724

Optional Instructional Materials:

None

Minimum Technology Requirements:

- Daily high-speed internet access
- Microsoft Word
- Internet Browser
- A webcam is not required for this course
- A mobile device can be used to access the course, but a personal computer is suggested to complete the quizzes, exams, discussions responses, and case studies.

Required Computer Literacy Skills:

- Basic computer usage skills
- Email skills

Course Structure and Overview:

Several elements are essential for your success in this course. You will need to understand these fully prior to starting the course:

This course is presented as an online course and will involve a collaborative teaching/learning style utilizing simulation exercises, projects, and additional on-line instructional components as necessary.

1. All online courses require extensive engagement (with other students, the instructor, and the course materials) as well as timely completion of assignments/quizzes. Assignments/quizzes are due weekly, and sometimes each day of the week (see course schedule for specific due dates). Thus, keeping up with the schedule is essential to your success. Your personal schedule must allow you to keep up with the due dates for the readings and other assignments. Late work is not allowed in this course, so you must plan your schedule carefully.
2. You must have continuous access to a working and dependable computer and Internet provider.
3. The following study sequence will maximize your chances for mastering each lesson in this course:
 - a. Read the lesson overview and learning objectives.
 - b. Read assigned material in the textbook or eBook.
 - c. Review the learning objectives.
 - d. Review the PowerPoint and take notes as needed (i.e., connected to lesson objectives.)
 - e. Complete and submit quizzes. These will add points to your course grade.
 - f. Be sure to participate in the Discussion Questions as assigned by writing your original responses and posting peer replies. These will add points to your course grade.

- g. Be sure to contact your instructor when you have questions or need help.

Communications:

- **Email:** Please check your NTCC email EVERYDAY. Email is the official form of communication used here at NTCC. All emailed questions to the instructor will be responded to within 24 hours (Monday-Friday), but usually within a few hours when possible.
- **Phone:** My office phone number is 903-434-8129, however, if you need immediate assistance you may call my cell phone at 903-767-0056 (please do not call or text before 8:00 a.m. or after 9:00 p.m.). I do not respond to long detailed questions via text message.
- **Announcements:** These can be found in Blackboard under the course link on your Blackboard homepage. Please make sure you are reading any announcements thoroughly when they are posted.
- **Blackboard Messages:** These can be found in Blackboard under the Messages link in your Blackboard course. Please check DAILY.

Institutional/Course Policy:

All online courses require extensive engagement (with other students, the instructor, and the course materials) as well as timely completion of assignments. Many assignments are due weekly. Thus, keeping up with the schedule is essential to your success. Your personal schedule must allow you to keep up with the due dates for the readings and other assignments. Late work is not allowed in this course, so you must plan your schedule carefully. Although attendance is not the same as a face-to-face course you must “attend” regularly online in order to complete all of the assignments and meet required due dates

Blackboard will be used for file submission, but you will need to keep a copy of all work in case of error or file corruption.

You should check your NTCC email account daily. This email account will be the official form of communication for this course. Your email address is your first initial + your last name + the last three digits of your SSN. If you do not have a social security number, use the last three digits of your birth year. Your password is your birthday in the form of mmddyyyy (Ex: May 8, 1992 would be 05081992). Once you are logged in to the MyEagle portal, you can access your email by clicking on the Gmail icon. A good suggestion is to set up your email on your phone so that you will not miss important messages about the course.

Late Work Policy:

The word “assignments” refers to all work that is submitted via Blackboard or presented in class. Students are to submit assignments on or before the stated due date/time. Late work is *not* accepted.

Attendance Policy:

As this is an online course, students are expected to participate regularly and complete all assigned work. Excessive absences (two consecutive weeks of non-participation) *may* result in the student being withdrawn from the class or having their grade average reduced. Attempt will be made to contact you before this happens, but should an emergency arise, you will need to contact your instructor by phone or email should you not be able to meet this requirement. Please see the schedule of classes for the last day to withdraw. Religious Holy Days: please refer to the current Northeast Texas Community College Student Handbook.

Withdrawal Policy/Date:

It is your responsibility to drop a course or withdraw from the college. If you stop attending the course without withdrawing, you will still receive a grade, whether passing or failing.

Alternate Operations During Campus Closure and/or Alternate Course Delivery Requirements:

In the event of an emergency or announced campus closure due to a natural disaster or pandemic, it may be necessary for Northeast Texas Community College to move to altered operations. During this time, Northeast Texas Community College may opt to continue delivery of instruction through methods that include, but are

not limited to, online through the Blackboard Learning Management System, online conferencing, email messaging, and/or an alternate schedule. It is the responsibility of the student to monitor NTCC's website (<http://www.ntcc.edu/>) for instructions about continuing courses remotely, Blackboard for each class for course-specific communication, and NTCC email for important general information.

Additionally, there may be instances where a course may not be able to be continued in the same delivery format as it originates (face-to-face, fully online, live remote, or hybrid). Should this be the case, every effort will be made to continue instruction in an alternative delivery format. Students will be informed of any changes of this nature through email messaging and/or the Blackboard course site.

Statement Regarding the Use of Artificial Intelligence (AI) Technology:

Absent a clear statement from a course instructor, use of or consultation with generative AI shall be treated analogously to assistance from another person (collusion). Generative AI is a subset of AI that utilizes machine learning models to create new, original content, such as images, text, or music, based on patterns and structures learned from existing data (Cornell, Center for Teaching Innovation).

Unauthorized use of generative AI tools to complete an assignment or exam is not permitted. Students should acknowledge the use of generative AI and default to disclosing such assistance when in doubt. Individual course instructors may set their own policies regulating the use of generative AI tools in their courses, including allowing or disallowing some or all uses of such tools. Students who are unsure of policies regarding generative AI tools are encouraged to ask their instructors for clarification. **(Adapted from the Stanford University Office of Community Standards-- accessed August 31, 2023)**

NTCC Academic Honesty/Ethics Statement:

NTCC upholds the highest standards of academic integrity. The college expects all students to engage in their academic pursuits in an honest manner that is beyond reproach using their intellect and resources designated as allowable by the course instructor. Students are responsible for addressing questions about allowable resources with the course instructor. Academic dishonesty such as cheating, plagiarism, and collusion is unacceptable and may result in disciplinary action. This course will follow the NTCC Academic Honesty and Academic Ethics policies stated in the Student Handbook. Refer to the student handbook for more information on these subjects.

ADA Statement:

It is the policy of NTCC to provide reasonable accommodations for qualified individuals who are students with disabilities. This College will adhere to all applicable federal, state, and local laws, regulations, and guidelines with respect to providing reasonable accommodations as required to afford equal educational opportunity. It is the student's responsibility to request accommodations. An appointment can be made with the Academic Advisor/Coordinator of Special Populations located in Student Services and can be reached at 903-434-8264. For more information and to obtain a copy of the Request for Accommodations, please refer to the special populations page on the NTCC website.

Family Educational Rights and Privacy Act (FERPA):

The Family Educational Rights and Privacy Act (FERPA) is a federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education. FERPA gives parents certain rights with respect to their children's educational records. These rights transfer to the student when he or she attends a school beyond the high school level. Students to whom the rights have transferred are considered "eligible students." In essence, a parent has no legal right to obtain information concerning the child's college records without the written consent of the student. In compliance with FERPA, information classified as "directory information" may be released to the general public without the written consent of the student unless the student makes a request in writing. Directory information is defined as: the student's name, permanent address and/or local address, telephone listing, dates of attendance, most recent previous education institution attended, other information including major, field of study, degrees, awards received, and participation in officially recognized activities/sports.

A Statement of Non-Discrimination:

Northeast Texas Community College is an equal opportunity institution and does not discriminate on the basis of sex, race, color, religion, age, national origin, disability, veteran's status, genetic information, gender, sexual orientation, or any other protected group status in its educational programs, employment policies or activities.

Tentative Course Timeline:

(*note* instructor reserves the right to make adjustments to this timeline at any point in the term):

| Human Resource Management (HRPPO 2301.082) Spring 2025 - Course Schedule | | |
|---|---|---|
| Week | Assignments | Due Date |
| Week 1: Tuesday, January 21 st - Sunday, January 26 th | <ul style="list-style-type: none"> • Syllabus Acknowledgement Quiz • Chapter 1 Quiz • Chapter 2 Quiz • Discussion Board 1 Response • Discussion Board 2 Response | <p><i>Sunday, January 26th at 11:59PM</i></p> <p><i>*Discussion questions must be answered in complete sentences using correct grammar. Discussions also require you to respond to at least one other student's posts.</i></p> |
| Week 2: Monday, January 27 th - Sunday, February 2 nd | <ul style="list-style-type: none"> • Chapter 3 Quiz • Chapter 4 Quiz • Discussion Board 3 Response | <p><i>Sunday, February 2nd at 11:59PM</i></p> <p><i>*Discussion questions must be answered in complete sentences using correct grammar. Discussions also require you to respond to at least one other student's posts.</i></p> |
| Week 3: Monday, February 3 rd - Sunday, February 9 th | <ul style="list-style-type: none"> • Chapter 5 Quiz • Chapter 6 Quiz • Chapter 7 Quiz | <p><i>Sunday, February 9th at 11:59PM</i></p> |
| EXAM 1 | <ul style="list-style-type: none"> • Exam 1 will be available on Monday, February 10th and is due by 11:59PM on Wednesday, February 12th | <p>WEDNESDAY, FEBRUARY 12TH at 11:59PM</p> <p><i>*Students will have 80 minutes to complete the exam once started. The test consists of 40 questions.</i></p> |
| Week 4: Monday, February 10 th - Sunday, February 16 th | <ul style="list-style-type: none"> • Chapter 8 Quiz • Chapter 9 Quiz • Discussion Board 4 Response | <p><i>Sunday, February 16th at 11:59PM</i></p> <p><i>*Discussion questions must be answered in complete sentences using</i></p> |

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| | | <i>correct grammar. Discussions also require you to respond to at least one other student's posts.</i> |
| Week 5: Monday, February 17 th - Sunday, February 23 rd | <ul style="list-style-type: none"> • Chapter 10 Quiz • Chapter 11 Quiz • Discussion Board 5 Response | <p><i>Sunday, February 23rd at 11:59PM</i></p> <p><i>*Discussion questions must be answered in complete sentences using correct grammar. Discussions also require you to respond to at least one other student's posts.</i></p> |
| Week 6: Monday, February 24 th - Sunday, March 2 nd | <ul style="list-style-type: none"> • Chapter 12 Quiz • Chapter 13 Quiz • Chapter 14 Quiz | <p><i>Sunday, March 2nd at 11:59PM</i></p> |
| EXAM 2 | <ul style="list-style-type: none"> • Exam 2 will become available on Monday, March 3rd and is due by 11:59PM on Wednesday, March 5th | <p><i>WEDNESDAY, March 5th at 11:59PM</i></p> <p><i>*Students will have 80 minutes to complete the exam once started. The test consists of 40 questions.</i></p> |
| Written Final | <ul style="list-style-type: none"> • The Written Final will become available under the assignment link in Blackboard on Thursday, March 6th and is due by 11:59PM on TUESDAY, March 11th | <p><i>Written Final is due by 11:59PM on TUESDAY, March 11th</i></p> <p><i>*Written Final– Responses should be typed in Word and be presented in paragraph form (do not submit a list of items). Responses should be representative of the student's own thoughts in their own words. Plagiarism and/or collusion will not be tolerated. Be sure to fully answer all portions of each question.</i></p> |