

Campus Name School of Business

# UNIVERSITY MISSION STATEMENT

Wayland Baptist University exists to educate students in an academically challenging, learning- focused and distinctively Christian environment for professional success, and service to God and humankind.

# COURSE NUMBER & NAME:

MGMT 5345-section number, Employee Recruitment and Selection

# TERM: Fall II, Oct. 11 - Dec. 11

# INSTRUCTOR: Dr. Bob Vega

# CONTACT INFORMATION:

# Office phone: 808-753-5478

# WBU Email: [robert.vega@wayland.wbu.edu](mailto:robert.vega@wayland.wbu.edu)

# OFFICE HOURS, BUILDING & LOCATION:

Online: Monday through Saturday, 5-10 PM CT.

# COURSE MEETING TIME & LOCATION:

Virtual classroom, Fully Online course utilizing Blackboard LMS

# CATALOG DESCRIPTION:

Workforce planning, personnel forecasting, and the selection of qualified employees; measurement of results of staffing and performance management policies.

# PREREQUISITE:

BUAD 5300

# REQUIRED TEXTBOOK AND RESOURCE MATERIAL:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **BOOK** | **AUTHOR** | **ED** | **YEAR** | **PUBLISHER** | **ISBN#** | **UPDATED** |
| Staffing Organizations | Heneman | 9th | 2019 | McGraw-Hill | 9781-25975-6559 | 10/1/18 |

1. **OPTIONAL MATERIALS**

None

# COURSE OUTCOMES AND COMPETENCIES:

* + Discuss the nature of staffing to include application of recruiting and selection models and strategies.
  + Discuss support activities of legal compliance, HR planning, job analysis, and rewards.
  + Discuss recruitment from internal and external environment perspectives.
  + Discuss the employment activity to include decision making and final selection.

# ATTENDANCE REQUIREMENTS:

As stated in the Wayland Catalog, students enrolled at one of the University’s external campuses should make every effort to attend all class meetings. All absences must be explained to the instructor, who will then determine whether the omitted work may be made up. When a student reaches that number of absences considered by the instructor to be excessive, the instructor will so advise the student and file an unsatisfactory progress report with the campus executive director. Any student who misses 25 percent or more of the regularly scheduled class meetings may receive a grade of F in the course. Additional attendance policies for each course, as defined by the instructor in the course syllabus, are considered a part of the University’s attendance policy. Since this is a fully online course, attendance will be monitored in the participation that students show in the discussion forum. Students must post at least one substantive response to the discussion questions forum per week to be in attendance for that week.

# STATEMENT ON PLAGIARISM & ACADEMIC DISHONESTY:

Wayland Baptist University observes a zero-tolerance policy regarding academic dishonesty. Per university policy as described in the academic catalog, all cases of academic dishonesty will be reported, and second offenses will result in suspension from the university.

# DISABILITY STATEMENT:

In compliance with the Americans with Disabilities Act of 1990 (ADA), it isthe policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Coordinator of Counseling Services serves as the coordinator of students with a disability and should be contacted concerning accommodation requests at (806) 291-3765. Documentation of a disability must accompany any request for accommodations.

# COURSE REQUIREMENTS and GRADING CRITERIA:

(Include information about term papers, projects, tests, presentations, participation, reading assignments, etc. and how many points or what percentage of the final grade each of these components or assignments is worth)

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| --- | --- | --- |
| **ASSIGNMENT** | **POINTS** | **TOTAL POINTS** |
| Discussion Forums x 8 | 50 points per discussion forum | 400 |
| Midterm Assignment | Power Point Presentation | 255 |
| Final Assignment | Research Paper | 300 |
| Milestones | 1-Research topic 15 points 2-Outline 15 points  3-List of references 15 points | 45 |
| **Total Points** |  | **1000** |

Grading Scale: A = 90 - 100% B = 80 - 89% C = 70 - 79% D = 60 - 69% F = below 60% I = for

Incomplete W = for Withdrawal

**17.1 Include Grade Appeal Statement:** “Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations. Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the Vice President of Academic Affairs/Faculty Assembly Grade Appeals Committee for review and approval. The Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation.”

# TENTATIVE SCHEDULE

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Week** | **Start Date** | **Topics** | **Chapter Readings** | **Assignment** | **Due Date** |
| 1 | Oct 11 | Part 1: The Nature of Staffing  Part 2: Support Activities | 1, 2 | Discussion 1 | Oct 17 |
| 2 | Oct 18 | Part 2: Support Activities | 3, 4 | Discussion 2  Milestone #1 | Oct 24 |
| 3 | Oct 25 | Part 3: Staffing Activities: Recruitment | 5, 6 | Discussion 3 | Oct 31 |
| 4 | Nov 1 | Part 4: Staffing Activities - Selection | 7, 8 | Discussion 4  Milestone #2 | Nov 7 |
| 5 | Nov 8 | Midterm Presentation |  | Discussion 5 | Nov 14 |
| 6 | Nov 15 | Part 4: Staffing Activities: Selection | 9, 10 | PowerPoint Presentation  Discussion 6 | Nov 21 |
| **Thanksgiving Nov 22-26** | | | | | |
| 7 | Nov 29 | Part 5: Staffing Activities: Employment | 11, 12 | Discussion 7  Milestone #3 | Dec 5 |
| 8 | Dec 6 | Part 6: Staffing System and Retention Management | 13, 14 | Discussion 8  **Final Research Paper** | Dec 11 |

1. **ADDITIONAL INFORMATION**

Grading Rubrics will be used in Blackboard to grade discussion and other assignments.