



School of Business

2. 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.

3. COURSE NUMBER & NAME:

MGMT 6316-VC01, Human Resource Development

4. TERM:

Fall II, 2021 (October 11 – December 11, 2021)

5. INSTRUCTOR:

Jenny E. Dutton, PhD

6. CONTACT INFORMATION:

WBU Email: duttonj@wbu.edu or jenny.dutton@wayland.wbu.edu

Cell phone: (808) 383-0512 Include your name on any text messages sent.

7. OFFICE HOURS, BUILDING & LOCATION:

Email for an appointment.

8. COURSE MEETING TIME & LOCATION:

Virtual Campus. This is an online course.

9. CATALOG DESCRIPTION:

Examination of human capital theories of human resource management including issues of organizational structure and its impact on human/organizational performance.

10. PREREQUISITE: Good standing with the Doctoral program.

11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL:

- Textbook: No textbook assigned to this class. We will learn through research and collaboration.
- Resource: Microsoft Office 365 (free download available with your WBU Email) with access to audio-enabled PC or tablet for creating an audio PowerPoint.

- Resource: Publication Manual of the American Psychological Association, Seventh Edition (2020). Purchase from your favorite retail for books if you haven't already.

12. OPTIONAL MATERIALS: These are recommendations for writing your Applied Research Project and writing in general, and not required for this course:

- Barrows, L. (2016). *The Only Phrasebook You'll Ever Need*. ISBN 1539527751.
- Williams, J. & Bizup, J. (2017). *Style: Lessons in Clarity and Grace*. Pearson. ISBN 978-0-13-408041-3

13. COURSE OUTCOMES AND COMPETENCIES:

- Critique and synthesize theories in human resource development as strategic tools
- Propose research projects that extend or combine research in human resource development
- Apply human resource development research theories to current management problems
- Evaluate human and intellectual capitals to meet strategic needs
- Interpret current legal issues in human development

14. ATTENDANCE REQUIREMENTS:

Students are expected to participate in all required instructional activities in their courses. Online courses are no different in this regard; however, participation must be defined in a different manner. Student "attendance" in an online course is defined as active participation in the course as described in the course syllabus. Students aware of necessary absences must inform the professor with as much advance notice as possible in order to make appropriate arrangements. Any student absent 25 percent or more of the online course, i.e., non-participatory during 2 or more weeks of an 8-week session, may receive an F for that course. Any student who has not actively participated in an online class prior to the census date for any given session is considered a "no-show" and will be administratively withdrawn from the class without record. To be counted as actively participating, it is not sufficient to log in and view the course. The student must be submitting work as described in the course syllabus.

15. 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.

16. DISABILITY STATEMENT:

In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the 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.

17. COURSE REQUIREMENTS and GRADING CRITERIA:

Requirements:

Grading Topic Points (Total 100%)

- Discussion Board/Attendance (8) 45%
- Literature Review (2) 35%
- Presentation (1) 20%

Grading Scale:

100-90	A	W	Withdrawal
89-80	B	WP	Withdrawal Passing
79-70	C	WF	Withdrawal Failing
69-60	D	I	Incomplete
Below 60	F		

Late Policy:

Unless there are special circumstances as noted below, all work (including Discussion Board assignments and any other graded assignment) must be submitted by the due date.

- Assignments submitted within one week after the due date will receive a 10% deduction. **This does not apply to Discussion Board work. Discussion Board assignments must be completed by the stated due date.**
- Assignments submitted more than one week and less than 2 weeks late will receive a 20% deduction. **This does not apply to Discussion Board work. Discussion Board assignments must be completed by the stated due date.**
- Assignments submitted two weeks late or after the final date of the course will not be accepted.

Special circumstances (e.g. death in the family, personal health issues) will be reviewed by the instructor on a case-by-case basis. ***To be considered for an exemption to the policy, students must contact the professor in advance of the due date.***

17.1 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.

18. TENTATIVE SCHEDULE

Week & Session	Theoretical Research	Assignments
Week 1 October 11	Behavioral Psychology	Discussion Board (DB) Live Virtual Meeting
Week 2 October 18	Humanistic Psychology	DB
Week 3 October 25	Positive Psychology	DB LR #1
Week 4 November 1	Gestalt Psychology	DB
Week 5 November 8	Developmental Psychology	DB Presentation Topic Due
Week 6 November 15	Social Justice and Legalities	DB LR #2
November 22 - 26	Thanksgiving Break	
Week 7 November 29	Talent Acquisition and Management Theories	DB Submit Presentation in Week 8 DB
Week 8 December 6	Global and Cultural Theories Note: No work accepted after Saturday, December 11, 2021 the last day of the session.	DB Presentation Q&A Activities in the DB

19. ADDITIONAL INFORMATION

Week 1 Attendance Participation Requirement: By Wednesday, Midnight (October 13, 2021) of your local time zone, go to the Week 1 Discussion Board and complete the acknowledgement statement to avoid being dropped from this class.

Live Virtual Meeting: Scheduled Thursday evening, 8:00PM CST in the first week so we can meet each other, review course expectations, and have any questions answered. See Blackboard for more information.

Discussion board (DB): The discussion board is where you *attend* class and share ideas based on theoretical research with your colleagues. In general, initial posts are due Friday's and responses to colleagues by Sunday, Midnight, your local time zone. If you miss the week, the discussion board is automatically graded as a zero (0) without the opportunity to be completed at a later time as the discussion is essentially over. You will not see the postings of others until

you submit your initial post. Following late policy procedures, making up a discussion board may be considered on a case-by-case basis and only for emergency situations.

Literature Reviews (LR): Complete two (2), five to six-page literature reviews using peer-reviewed sources. See Blackboard for topics and rubric. The key to success on these LR's is to create a balance and offer scholarly argument using a variety of in-text citations per paragraph.

Steps:

1. Identify a topic and find your key article
2. Find sources that support and contradict your key article
3. Analyze and synthesize the articles and write your review

Audio-Enabled Presentation: Create an audio-enabled PowerPoint presentation for one of the theoretical approaches to Human Resources Development covered in this course (a different topic than your LR's). Your topic idea is due in Week in Week 5. Presentations are part of the Week 8 discussion board should be posted by Sunday, Midnight at the end of Week 7. See blackboard for more information, template, and rubric.