

Wayland 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.

Contact Information

Course: MGMT 6316 VC01 – Human Resource Development

Campus: WBUonline

Term/Session: Summer, 2025

Instructor: Jenny E. Dutton, Ph.D.

Office Phone Number/Cell #: 423-612-5593

WBU Email Address: duttonj@wbu.edu

Office Hours, Building, and Location: Select the [Calendly](#) link to schedule an appointment related to any coursework. Email for quick questions or text for any emergencies.

Class Meeting Time and Location: Online, Asynchronous

Textbook Information

Required Textbook(s) and/or Required Materials:

No textbook

- APA Manual, 7th Ed.
- [Grammarly Premium](#)
- [Reciteworks \(paid version\)](#)

Optional Materials: None

Course Information

Catalog Description:

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

Prerequisite: In good standing with the DMGT program

Course Outcome 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
- Analyze cultural and global perspectives in human resource development as a competitive advantage
- Interpret current legal issues in human development
- Integrate course concepts relative to the Christian Worldview

Attendance Requirements

WBUonline

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. Instructors in online courses are responsible for providing students with clear instructions for how they are required to participate in the course. Additionally, instructors are responsible for incorporating specific instructional activities within their course and will, at a minimum, have weekly mechanisms for documenting student participation. These mechanisms may include, but are not limited to, participating in a weekly discussion board, submitting/completing assignments in Blackboard, or communicating with the instructor. 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. Instructors may also file a Report of Unsatisfactory Progress for students with excessive non-participation. 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. Additional attendance and participation policies for each course, as defined by the instructor in the course syllabus, are considered a part of the university’s attendance policy.

University Policies

Academic Integrity:

[Link to Statement on Academic Integrity](#)

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 Disability Services Coordinator and Academic Coach serves as the coordinator of students with disabilities and must be contacted concerning accommodation requests. Office: (806) 291-1057. Documentation of a disability must accompany any request for accommodations.

Accessibility issues with content in WBUonline courses or in Blackboard should be addressed to the WBU accessibility coordinator, Rick Hammer, hammerr@wbu.edu or call 1-866-547-9192 for 24/7 Blackboard Support.

Student Grade Appeals: 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 to the 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.

Course Requirements and Grading Criteria

Requirements:

Grading Topic Points (Total 100%)

- Discussion Board (8) 50%
- Literature Review (2) 35%
- Presentation (1) 15%

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 over a 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.***

The University has a standard grade scale:

A = 90-100, B = 80-89, C = 70-79, D = 60-69, F = below 60, W = Withdrawal, WP = withdrew passing, WF = withdrew failing, I = incomplete. An incomplete may be given within the last two weeks of a long term, within the last week of an 8-week session, or within the last two days of a microterm to a student who is

passing, but has not completed a term paper, examination, or other required work for reasons beyond the student's control. A grade of "incomplete" is changed if the work required is completed prior to the last day of the next long 16-week term or 8-week session, unless the instructor designates an earlier date for completion. If the work is not completed by the appropriate date, the I is converted to an F.

Tentative Schedule

Week & Session	Theoretical Research	Assignments
Week 1	Behavioral Psychology	• Discussion Board (DB)
Week 2	Humanistic Psychology	• DB
Week 3	Positive Psychology	• LR #1
Week 4	Gestalt Psychology	• DB
Week 5	Developmental Psychology	• DB • Presentation Topic Due
Week 6	Social Justice and Legalities	• LR #2
Week 7	Talent Acquisition and Management Theories	• DB • Presentation due
Week 8	Global and Cultural Theories Presentations <i>Last day of class is Saturday</i>	• Presentation Activities

Additional Information

Week 1 Mandatory Assignment for Attendance: By Wednesday, Midnight of Week 1, complete the required assignment to avoid being dropped from this class.

Discussion board (DB): This is where you *attend* class and share ideas based on theoretical research with your colleagues. DB's are scheduled for Weeks 1, 2, 4, 5, and 7. In general, initial posts are due by Friday's and responses to colleagues by Sunday, Midnight, your local time zone. You will not see the postings of others until you submit your initial post. Nonparticipation is graded automatically as a zero (0). Following late policy procedures, making up a discussion board may be considered case-by-case and only for emergencies.

Literature Reviews (LR): Complete two (2), three to four-page literature reviews using peer-reviewed sources. See Blackboard for template and instructions.

- Week 2 Literature Review Topic is *Positive Psychology*
- Week 6 Literature Review Topic is *Social Justice and Legalities*

Audio-Enabled Presentation: Create an audio-enabled PowerPoint presentation focusing on global and cultural perspectives and human resource development theories. Presentations make up the Week 8 discussion board and should be posted by Sunday, Midnight at the end of Week 7. Therefore, no extensions are granted on this assignment. See Blackboard for more information, topics, template, and rubric.

Self-Plagiarism/Plagiarism in General: SafeAssign is sensitive to these issues. You may not use any of your own work from previous courses or the work of others in this class. While you are welcome to re-use references, the information you write must be presented in a different, refreshing new way. If Plagiarism/Self-Plagiarism is noted, a zero (0) is assigned to the work.

Use of Generative Artificial Intelligence Tools in this Course:

Critical thinking and analysis of peer-reviewed sources and research are critical skills for doctoral students to master. Students are required to create and produce all work themselves or with assigned group members. While the use of GAI is not specifically prohibited in this course to help generate ideas and brainstorming, any work submitted that has used an AI generative tool like ChatGPT will be in immediate violation of the academic integrity policies for the course and WBU. All assignments must be fully created, designed, and prepared by the student(s). Any work that uses generative AI will be treated as plagiarism.