New Course Request

Check Appropriate Boxes: Undergraduate credit [ ] Graduate credit [ ] Professional credit [X]

1. School/Division: Business
2. Academic Subject Code: Bus-I
3. Course Number: 552 (must be cleared with University Enrollment Services)
4. Instructor:
5. Course Title: Managing Human Resources in a Global Environment
   Recommended Abbreviation (Optional): (Limited to 32 Characters including spaces)

6. First time this course is to be offered (Semester/Year): Spring 2010 - 4102
7. Credit Hours: Fixed at [ ] or Variable from 1 to 6
8. Is this course to be graded S/F (only)? Yes [X] No [ ]
9. Is variable title approval being requested? Yes [X] No [ ]
10. Course description (not to exceed 50 words) for Bulletin publication: Course description attached

11. Lecture Contact Hours: Fixed at [ ] or Variable from 1 to 6
12. Non-Lecture Contact Hours: Fixed at [ ] or Variable from [ ] to [ ]
13. Estimated enrollment: 5 of which 100% percent are expected to be graduate students.
14. Frequency of scheduling: as needed Will this course be required for majors?
15. Justification for new course: For registered Kelley Indianapolis students to take Kelley Direct course. Equivalent to Bloomington C514.
16. Are the necessary reading materials currently available in the appropriate library? yes
17. Please append a complete outline of the proposed course, and indicate instructor (if known), textbooks, and other materials.
18. If this course overlaps with existing courses, please explain with which courses it overlaps and whether this overlap is necessary, desirable, or unimportant.
19. A copy of every new course proposal must be submitted to departments, schools, or divisions in which there may be overlap of the new course with existing courses or areas of strong concern, with instructions that they send comments directly to the originating Curriculum Committee. Please append a list of departments, schools, or divisions thus consulted.

Submitted by:

[Signature]
Department Chairman/Division Director Date 12/18/09

Approved by:

[Signature]
Dean Date 1/18/09

Dean of Graduate School (when required) Date

Chancellor/Vice-President Date

University Enrollment Services Date

After School/Division approval, forward the last copy (without attachments) to University Enrollment Services for initial processing, and the remaining four copies and attachments to the Campus Chancellor or Vice-President.

University Enrollment Services Final—White; Chancellor/Vice-President—Blue; School/Division—Yellow; Department/Division—Pink; University Enrollment Services Advance—White
Managing Human Resources in a Global Environment

Organizations must devise and effectively execute business strategies that are intended to attract, hire, lure, develop, retain, motivate and evaluate employees in order to achieve organizational objectives. Managing Human Resources in a Global Environment introduces students to key issues, practices, and principles that help organizations to manage their human resources effectively. This course also emphasizes the practice of human resource management in a global marketplace.
C514: Managing Human Resources in a Global Environment

SPRING 2008
Sheri L. Brown

KELLEY SCHOOL OF BUSINESS
INDIANA UNIVERSITY

Contact Information
Office: BU 630F
Telephone: (812) 855-7970
Office Hours: By appointment
E-Mail: brown277@indiana.edu

Course Description
This course will be based on the proposition that all students pursuing a master's degree in business should study and be able to critically evaluate management practices that relate to the effective utilization of human resources. This knowledge/skill set, it is argued, is just as central to being an effective business leader as knowledge/skill sets that relate to managing financial assets, technology, product development and sales, or the strategic position of the firm. Using some basic theories and models from the discipline of organizational behavior (theories and models that help managers explain and predict key employee behaviors), this course will provide experience in translating theory into practice. The course also will focus on some key concepts from the area of international human resource management.

Course Objectives
After completing this course, students will be better able to
1) understand the role of HR in shaping employee behavior, organizational strategy and leading change
2) describe the HRM practices available to contemporary organizations
3) select the particular HRM practices that fit specified business objectives and environmental circumstances
4) design and implement HRM systems that are most likely to affect targeted employee behaviors

In many ways, this is all designed to make you a better leader/manager of people and a better consumer of services provided by HR-oriented staff professionals and consultants.

Course Materials
Required reading for this course consists of selected chapters printed in a custom reader by McGraw-Hill. Course will be supplemented with rich lecture notes and video and/or additional readings as needed.
Participation and Professionalism

Be where you are. Participate and challenge one another. I will facilitate our discussion, and we will all learn from you so please be participative so that we do not miss out on the opportunity of you.

1. Constructive Input. Like any organization, the Kelley School evolves and changes over time. Student input is important to this process. If you have an issue or comment regarding C514, don’t just sit back - please provide constructive suggestions to the faculty instructor.

2. You Are In Charge. Ultimately, you are responsible for your own learning. You are also expected to monitor your own progress and keep track of your performance. If you are having problems related to your understanding of the course material (or you are having other problems that detract from your academic performance in C514), contact Professor Brown immediately. Early intervention to resolve the problem is very important.

3. Extraordinary Circumstances. During the year, some of you may experience unexpected and serious personal circumstances (e.g., illness, death of a family member, etc.). These circumstances may adversely affect your academic performance. The faculty and Administration will work with you during these times, but we must be informed immediately of any extraordinary situation that you think may be detrimental to your performance. Any such conditions will not be considered in assigning course grades or as part of an appeals process if the information is not brought to the attention of the faculty members and the KD Office staff in a timely fashion.

4. Interacting With Faculty and Fellow Students. Be respectful of your classmates and the faculty. Kelley students are expected to abide by the Kelley Pledge and the Kelley Code of Conduct. Refer to the Kelley Code of Conduct for a detailed description of behaviors expected of all Kelley students.

Academic and Personal Misconduct

Please pay attention to the Code of Student Rights, Responsibilities, and Conduct, especially Part III and Part IV. The code can be found at http://campuslife.indiana.edu/code/index1.html. Academic misconduct is not tolerated in this class and any suspicions of such will be investigated and dealt with accordingly.

I take this part of my responsibility to you and the Kelley School very seriously and I know that you do as well.

Grade Distribution

The following grading system and distribution of grades has been adopted for MBA classes at the Kelley School of Business.

<table>
<thead>
<tr>
<th>Reported Grade</th>
<th>Targeted Distribution</th>
</tr>
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<tbody>
<tr>
<td>A</td>
<td>10-15%</td>
</tr>
<tr>
<td>A-</td>
<td>25-35%</td>
</tr>
<tr>
<td>B+</td>
<td>0-50%</td>
</tr>
<tr>
<td>B</td>
<td>0-50%</td>
</tr>
<tr>
<td>B- or C+</td>
<td>0-20%</td>
</tr>
</tbody>
</table>
**Course Deliverables**

Individual and team case write-ups *will be due as designated per the Assignment tab on Angel.* Details for the final team project and for the final individual exam will be given at the end of the course. The professor retains all course deliverables.

**Case Write-Ups**

In this course, we will discuss several cases. Case write-up requirements will differ per case and will be outlined in the lesson tab in Angel. You will create, submit and be prepared to present a case powerpoint for the last day of class. Again, details regarding this team presentation will be forthcoming via Angel.

Evaluation criteria for the written assignments will include the following:

- Content of answer (e.g., identification and understanding of key problem(s); application of C514 concepts)
- Soundness of logic/judgment
- Creativity in analysis and recommendations
- Writing clarity, organization, conciseness, and grammar

All team members are expected to receive the same grade per project; however, any problems with team members should be brought to the attention of the professor and, if warranted, individual grades may be adjusted accordingly.

**Team Peer Evaluations**

Team performance evaluations will be administered at the end of the course (after your final team project is complete following this week of in-residence). Each team member will be evaluated by each teammate. The evaluation criteria is posted on Angel.