

Courses in English

Course Description

Department	05 Building Services Engineering, Paper and Packaging Technology and Print and Media Technology
Course title	Human Resources Management Issues - An American Perspective
Hours per week (SWS)	4
Number of ECTS credits	6
Course objective	<ol style="list-style-type: none">1. Demonstrate an understanding of job analysis; recruitment of employees, including internal and external sources; selection of employees.2. Demonstrate comprehension of the legal environment that affects American HRM3. Develop an understanding of the training and development function from an American perspective4. Show a basic understanding of the American performance evaluation process, including methods of performance appraisal, and potential errors involve.5. Demonstrate an understanding of organizational reward systems, in particular American wage and salary systems; incentive-based or performance-based systems; and employee benefits.6. Exhibit understanding of employee safety and health concerns and requirements, particularly the American Occupational Safety and Health Act (OSHA);7. Recognize the importance of American business ethics and the role it plays in HRM, as HR professionals serve as advocates for the workforce while complying with the corporate objectives of senior management.
Prerequisites	N/A
Recommended reading	Various articles and PPT lectures
Teaching methods	Presentations, online discussions, F2F discussions and activities
Assessment methods	Term paper and optional assessments during the term
Language of instruction	English
Name of lecturer	Kenneth Macro, PhD
Email	kmacro@calpoly.edu
Link	http://www.grc.calpoly.edu/faculty-and-staff/ken-macro
Course content	Overview of American Labor Laws and HR Practices. Students will compare and contrast European and German Labor Laws and HR practices accordingly.
Remarks	Purpose of course is to expose student constituency to the laws and practices that govern American corporations and public institutions. Students will engage in readings regarding contemporary issues surrounding such laws and practices and draw on them to research practices that are similar in German and European organizations. Dialog will ensue thus engaging the content most appropriately.