

NABU 330

Cross Border Issues in Strategic Human Resource Management

Unit 1

Laurie Prange (Prange-Martin)



Agenda

- Welcome and Introductions
- Taking attendance
- Reviewing the Course Syllabus & University policies
- Introduction to the Remind.com texting app
- Reviewing Course Schedule and Assessments
- Using Moodle and 4th Hour Activities
- Icebreaker – Activity: Glossary
- Lecture – Ch. 1 = Strategic Role of HRM
- Lecture – Strategic HRM Theories & Models
- Learning Consolidation – Activity: Reciprocal Interviewing
- Next Steps

Welcome and Introductions



Laurie Prange (Prange-Martin)

Laurie Prange (Prange-Martin)

- 17th year as a faculty member
- 1st career as an academic librarian
- PhD candidate in Business & Management at Aalborg University, Denmark
- CPHR certified

This course focuses on Human Resource Management (HRM)

Taking attendance



Reviewing the Course Syllabus and University Policies



Plagiarism and TurnItIn.com

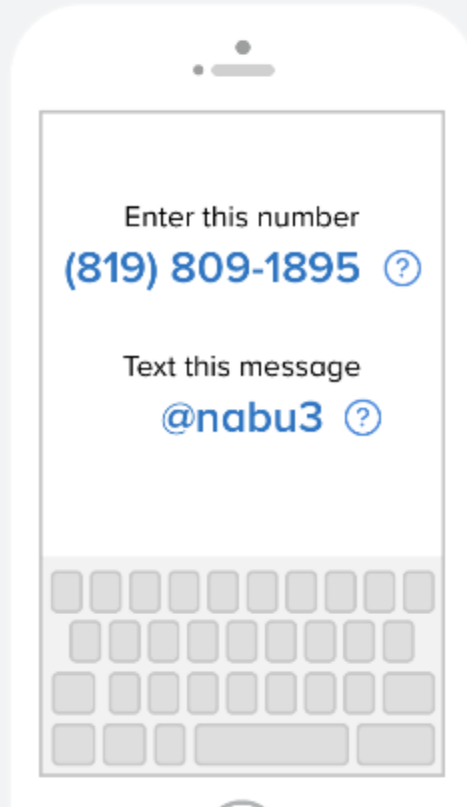


Texting via Remind.com app



← Text Message Instructions

Tell people to take out their phones.



Can't text? [Email instructions](#)

Course Schedule



COURSE CONTENT

Week #	Date Range	Topics	Pre-Class Reading	Summative Assessment
1	Jan. 2-5	<ul style="list-style-type: none"> • Introduction to the course • Review of Course Outline, including policies, grading, plagiarism, etc. • Introduction to the 4th hour on Moodle • Activity: Glossary • Activity: Personality Assessment and working successfully in groups • Ch. 1 = Strategic Role of HRM 	Glossary & Ch. 1	
2	Jan. 8-12	<ul style="list-style-type: none"> • Introduction to Assignment #1 (Due Week 4) • Introduction to Employee Handbook Assignment (Due Week 12) • Assigning of Groups for Assignment #1 and Employee Handbook • Activity: Bona Fide Occupational Requirements (BFOR) • Ch. 2 = Changing Legal Emphasis and contrasting with other countries • Ch. 17 = Managing HR in a Global Business 	Ch. 2 & 17 Plus, materials in Moodle	
3	Jan. 15-19	<ul style="list-style-type: none"> • Check-in on 4th hour activities on Moodle • HR Online – branding and communicating • Activity: LinkedIn (If you don't have a LinkedIn profile, please make sure to create an account before class. Also, before class, connect with me https://www.linkedin.com/in/laurieprangemartin/) • Activity: Job Analysis and National Occupational Classification (NOC) • Ch. 3 = HRM and Technology • Ch. 4 = Designing and Analyzing Jobs 	Ch. 3 & 4 Plus, materials in Moodle	
4	Jan. 22-26	<ul style="list-style-type: none"> • Managing HR processes effectively and toward strategic goals • Ch. 5 = HR Planning • Activity: Non-Graded quiz to practice for Midterm using https://www.zipgrade.com • Assignment #1 – Global HRM – Group Presentations. Hard copy of assignment handed to instructor. Slides & Synopses uploaded in Moodle Drop Box. Evaluations will be both Peer and Group. Business attire is strongly encouraged. 	Ch. 5 Plus, materials in Moodle	Assignment #1 Global HRM 15%
5	Jan. 29- Feb. 2	<ul style="list-style-type: none"> • Managing and Facilitating the Hiring Process • In-Class Assignment: Recruitment & Selection Activity (worth 5% of Participation marks) • Ch. 6 = Recruitment • Ch. 7 = Selection 	Ch. 6 & 7 Plus, materials in Moodle	In-Class Assignment worth 5% of Participation marks
6	Feb. 5-9	<ul style="list-style-type: none"> • Midterm = 2 hours. Questions will be multiple choice, true/false, etc. using https://www.zipgrade.com . Please come to class with your Student ID (you will need to know your student number). • The time remaining will be used to work on the Employee Handbook assignment. 	Ch. 1-7 & 17 Plus, materials in Moodle	Midterm 25%

Course Assessments



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Assignment #1 (15%) Global HRM -Put your topic on Moodle - no duplications.

In assigned groups, students will present an HRM topic from one or two team member's home country and how it differs from U.S and /or Canadian HRM. Suggested areas include human rights, safety legislation, job ads, legal interviewing questions, business attire, pay and benefits, etc.

- 10-15 minute group presentation to the class
- Required media is a slide deck (MS PowerPoint, Prezi, etc.)
 - Should include relevant document links, video links, and an interactive component
 - No hard copy needs to be submitted
- Required written report is a 4-6 page written synopsis.
 - One hard copy to submitted at the start of the class
 - Page count does not include a cover letter or a References list
 - Content may be formatted using headings, bullet points, etc. to improve organization and reading comprehension

H.R. Stories

Groups will source, develop, and present an H.R. story per course outline, textbook, and Moodle.

- 5-7 minutes in length with a slide deck of 5-7 slides
- The stories are to be posted to Moodle and are part of the 4th hour requirement.

Participation (10%)

Participation is not attendance, but active engagement in the learning process. It is engagement with the course in Moodle, actively engaging during in-class activities, thoughtfully answering questions, offering useful opinions, and supporting and encouraging classmates.

Mid-Term (25%)

Chapters 1 – 7 & 17 plus related class learning – H.R. Stories etc.

Assignment 2 New Employee Handbook (25%)

Working within assigned groups, students will prepare a New Employee Handbook.

- **New Employee Handbook**
 - Create a Canadian company with 100 employees and a company intranet
 - Cover 20-30 topics using strategic HRM to be given to a new employee
 - PDF copy of Handbook posted to Moodle
 - One printed hard copy submitted at the beginning of the class
 - References for sources used are required
- **15 – 20 Minute Presentation to the Class**
 - Required media is a slide deck (MS PowerPoint, Prezi, etc.). No hard copy required.
 - PDF copy of the slide deck uploaded to Moodle prior to class
 - Optional media may include streaming video (YouTube, Vimeo, etc.), branded meme, copies of handout for the class, etc.
 - Optional media should be added to Moodle: Link to optional video, downloadable memes, PDF of handout, etc.

Final Exam (25%)

Covering the entire course, but with a significantly heavier focus on **Chapters 8 & 10-16**

Using Moodle



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Participants

Badges

Competencies

Grades

General

Week 1 - Introduction to the Course and Strategic HRM

Week 2 - Introduction to Assignments and Changing HRM

Week 3 - HRM Online

Week 4 - Managing HR processes effectively and toward strategic goals

Week 5 - Managing and facilitating the hiring process

Week 1 - Introduction to the Course and Strategic HRM

Introduction to the course

- Activity: Glossary
- Activity: Personality Assessment
- Ch. 1 = Strategic Role of HRM

- Materials provided by Textbook Publisher
- Materials for Week 1 class
- HR Stories #1 - Your experience with graphical organizers

Week 2 - Introduction to Assignments and Changing HRM

- Introduction to Assignment #1 (Due Week 4)
- Introduction to New Employee Handbook Assignment (Due Week 12)
- Assigning of groups for Assignment #1 and New Employee Handbook
- Activity: Bona Fide Occupational Requirements (BFOR)
- Ch. 2 = Changing Legal Emphasis and contrasting with other countries
- Ch. 17 = Managing HR in a global business

- Materials for Week 2 class
- Forum for Assignment #1 - Announcing your Group's Topic - Preventing duplications
- Materials for New Employee Handbook group assignment

Week 3 - HRM Online

LATEST ANNOUNCEMENTS

Add a new topic...
(No announcements have been posted yet.)

ACTIVITIES

- Assignments
- Forums
- Resources

CALENDAR

January 2018

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Events key

- Hide global events
- Hide course events
- Hide group events
- Hide user events

4th Hour Activities



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Online discussions



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Together
Everyone
Achieves
More

Cite your sources!



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Icebreaker – Activity: Glossary



Glossary pages 447-457



Activity = Glossary

- After numbering off into groups of 3, move to sit with new groupmates
- Assigned alphabetical section
- From your assigned alphabetical section, choose five (5) key terms that the group thinks is important to teach the class.
- Prepare brief speaking notes on provided note paper:
 - Rewording of the definition
 - Page references within the textbook
 - List of synonyms
 - Possible antonyms
- Class returns together and each groups presents their 5 key terms.

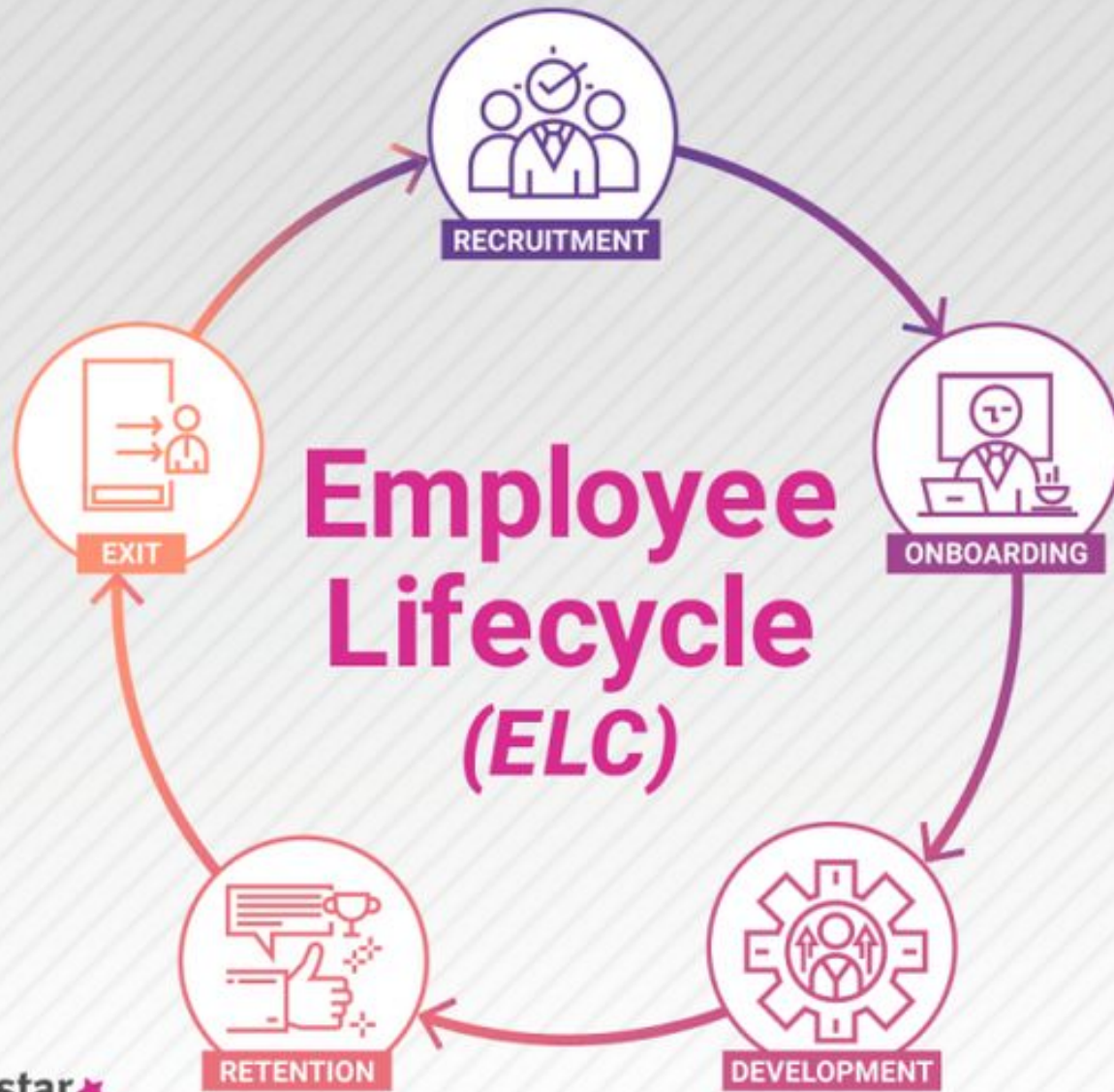
Lecture

- Ch. 1 = Strategic Role of HRM
 - Strategic HRM Theories & Models









The Planning Process



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**KEEP
CALM
AND
CALL
HR**



Strategic HRM Theories & Models



Strategic HRM & Theories

- Thoughtfully applies theoretical research
- Unlike HRM, which focuses on policies and practices, Strategic HRM focuses on larger picture using a lens
- The practical applications of theories, frameworks, and models

Looking through Lenses



Nicolas Cage in *National Treasure*

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P **R** **A** **C** **T** **I** **C** **E**
Y

Source: <http://www.tesolclass.com/applying-sla-theories/>



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Learning Consolidation & Check-in



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Activity = Reciprocal Interviewing

- Pair up with a neighbour
- Discuss and agree on one question to ask me about:
 - The course
 - What was covered in class today
 - Something fun about me as a person
- We will re-group and each pair will ask their question
- Note: I reserve the right to postpone or not answer something 😊

Next Steps



Next Steps

- For Unit 1
 - Log into Moodle and get materials for Unit 1
 - Read Ch. 1
 - Complete HR Stories #1
- For Unit 2
 - Read Ch. 2 & 17
 - Other materials in Moodle for Unit 2

HR Stories #1 = Graphical Organizers

- See the Materials for Unit 1 folder for a variety of graphical organizers
- Look these images over. Do you recognize any from work or school?
- Write a brief post about which graphical organizer you have used and in what context.
- Goal = Teach your classmates about how information can be communicated in alternative ways in HRM work.

Example of a Graphical Organizer



Thank you!

See you online in Moodle and Thursday in
the classroom!

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