

**INTER AMERICAN UNIVERSITY OF PUERTO RICO
METROPOLITAN CAMPUS**

**FACULTY OF ADMINISTRATIVE AND ECONOMICS SCIENCES
DOCTORAL PROGRAM IN ENTREPRENEURIAL DEVELOPMENT**

Course Outline

I. General Information

Title	:	Seminar of Special Topics in Human Resources
Code	:	HURS 8946
Credits	:	3
Academic Section	:	Feb. - May 2011
Professor	:	Rafael Colón Cora
Office Hours	:	M – W 4:00 P.M – 6:00 P.M
Telephone	:	250-1912 XT 2385
Email	:	coloncora@intermetro.edu

II-Course Description:

Review of the current problems related to the field of human resources and the management of problems confronted on a daily basis by company management.

III-Terminal Objectives:

At the end of the course the student will be able to:

1. Analyze the complex problems facing the Human Resource Managers and specialists when they are designing and implementing a vigorous scientific Human Resource Program for an ongoing organization.
2. Evaluate which is an appropriate setting to apply the knowledge and skills obtained in the specialization courses such as Performance Management, Training, Human Development, and others.

3. To foster the student skills to deal with the complex problems in the area of Human Resource Management that the Companies and Organization are facing in a global environment
4. To develop appropriate skills to design a Human Resources Management Program in an organization.
5. To develop appropriate skills to integrate the Business or organizational strategies with the Human Resource Management Programs Strategies.
6. To develop appropriate skills to perform organizational diagnostics about the effectiveness of its Human Resources Management Program.
7. Apply Human Resource Management Knowledge and skills to solution of labor and Industrial relation problems

IV Course Contents

1. Introduction:

- A. Approaches to the evaluation of Organizational Effectiveness
- B. Personal Department effectiveness: A Tripartite Approach
- C. Defining the activities and effectiveness of the Human Resource Effectiveness

2. Integrating HRD Research and Practice

- A. Integrating HRD Research and Practice
- B. Doing research that is useful for theory and practice

3. Analyzing and Integrating Human Resource Management Knowledge and Skills to Solution of Labor and Industrial Relations Problems

4. Ways of doing Practical Research

- A. Quantitative Research Methods
- B. Theory-building Research Methods

5. Project Design:

- A. Presentation of the Project Proposal
- B. Evaluation and Approbation

Project Result Presentation

V- Course Activities

- 1. Professor oral presentations.
- 2. Student must read the professional Journal
- 3. Case analysis.
- 4. Student Oral Presentation.
- 5. Student Research.

VI-Evaluation Process:

. Students will be evaluated about their skills and depth knowledge about how to perform an assessment of Human Resource Management Program in an Organization.

Special attention will be devoted to their capacity to apply a depth theory about Human Resource Management to the complex problems that the organization is facing.

In the evaluation process the professor will evaluate carefully the student proposal about the final project, the diagnostic perform the research conducted, the writing skills, presentation skills, and the degree of appropriateness of the final product presented.

Your course grade will be a weighted average of your grades:

Mid Term Exams -----	25%
Final Exam -----	25%

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Research Paper -----	50 %
Total-----	100%

The following maximum grading is guaranteed:

90 -100 %	A
80 - 89 %	B
70 - 79%	C
60 – 69%	D

Below 60 % = F

VII Norms student must comply with:

1. Student with special needs must inform it at the beginning of the course or as soon as you become aware of it. Please contact Mr. José A. Rodriguez at XT 2306.
2. Lack of honesty, fraud or plagiarism and any inadequate behavior constitutes a major infraction sanctioned by the University General ordinance for students. It establishes that major infractions may cause an expulsion of the University.
3. When the mobile interferes with the normal performance of the class it should be deactivated. Students should not operate any electronic devices able to get access to a university test or assessment bank.

VIII Educational Resources

Text

Brannick, M. Job and Work Analysis: Methods, Research, and applications for Human Resource Management: 2nd Ed. Sage Publications, California, 2011

Bibliography

1. Brewster, C. and Mayrhofer W. Handbook of Research on Comparative Human Resource Management, Elgar, Edward Publishing North Hampton, MA., 2012.
2. Harris, M.H. Handbook of research in International Human Resource. Taylor and Francis Publisher, 2007.
3. Joshi, A. Liao. H. and Martocchi. J. Research in Personnel and Human Resources Management, Volume 30, Emerald group Publishing, United Kingdom, 2011.
4. Mane, S. A Research based book on Human resource Development Practices. Lambert Academic Publishing A G and Co. (2011).
5. Martocchio, J.J. Research in Personnel and Human resources Management Emerald Group Publishing Ltd., United Kingdom; 2009.