



MAN 3301: Human Resource Management CRN 14147
Spring 2020 (3 credits)
Off campus

Instructor: Dr. Jennifer Manegold
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Office Location: LCOB 3308
Office Hours: By appointment

A. COURSE DESCRIPTION

Special Topics: International Study Abroad exchange program with the University of Barcelona (Spain).

B. KEY TOPICS COVERED IN THIS COURSE

C. TEXTBOOK AND READINGS *and other required materials*

None

D. CLASS OVERVIEW

This is an off-campus Study Abroad exchange program with the University of Barcelona (Spain).

E. GRADING, ASSIGNMENTS AND COURSE REQUIREMENTS

The grade in this course will be based on the grades issued by the University of Barcelona (Spain). In addition, students enrolled in this course will be required to complete the course requirements listed below for FGCU course credit.

Course Requirements

1. Send a **Bi-weekly notification** (bi-weekly online journal on Canvas) as to how they are doing, and what they are learning. Due dates and criteria for each of the bi-weekly journal entries are included in the **Canvas site** for this course.
2. The student will be required to write a 2-3 page paper based on what they learned at the University of Barcelona. **Paper instructions: Define, discuss, and apply at least three course concepts related to effective human resource management practices in an international environment. Be sure to discuss *why* you chose these specific concepts from the course, and explain *how* this knowledge will be beneficial to you in your future career. Use at least three reputable sources to support your discussion, and cite these appropriately in the paper (APA style).**
3. When they return, the student will be required to make a **presentation on their experience at the University of Barcelona (Spain). (and their cross-cultural experiences in general)** that should include a discussion of what they have learned about cultural difference in relation to work practices - *especially in the area of Human Resource Management*.

At the end of the FGCU term, the faculty of record will post the student's grade as "**Incomplete**" until transcripts with the final grades are received from the University of Barcelona (Spain). **In addition, the student must meet the requirements stated above.** These requirements were acknowledged by the student signing the "Course Requirements" form during the spring semester prior to their departure from FGCU.

ASSIGNMENT COMPLETION DEADLINES

All assignments must be completed by the due date listed in this syllabus and on Canvas.

F. ATTENDANCE POLICY: Not Applicable

G. My Background: Dr. Jennifer Manegold is an Assistant Professor and Acting Department Chair for the Management Department in the Lutgert College of Business at Florida Gulf Coast University. She holds a Ph.D. degree in Management from the University of Texas at Arlington, with an emphasis on Organizational Behavior and a minor in Statistics. She has also earned an MBA in Management, and a Bachelor of Arts degree with a double major in Communication and English. Dr. Manegold's research focuses on counterproductive work behavior, organizational justice, human resources policy access and usage, and the study of effective mentoring relationships. She has published in academic journals such as the *Journal of Business Ethics*, *Human Resource Management*, and the *Human Resource Management Journal*. She was recently a contributing author in the *Handbook of Justice in Work Organizations*. She has presented her work at numerous academic conferences, and is an active member of the *Academy of Management*, the *Southern Management Association*, and *Beta Gamma Sigma International Business Honor Society*. Dr. Manegold's teaching experience includes *Team and Group Processes*, *Organizational Ethics*, *Ethical Issues in Business*, *Organizational Behavior*, and *Principles of Management*.

H. LEARNING OUTCOMES & ASSESSMENT

The Department of Management creates an environment that enables students to develop managerial knowledge and leadership skills, both individually and collaboratively, to: (1) recognize, evaluate, and cultivate business opportunities; (2) identify, understand, and implement positive solutions to organizational issues; and (3) build leadership capabilities to effectively manage organizational change in the global environment.

Learning Outcomes & Assessment

Lutgert C.O.B. Learning Goals & Objectives	Management Learning Objectives	Course Learning Objectives (measurable)	Assessment Methods
Understand the business environment 1. Demonstrate knowledge of ethical issues 2. Demonstrate knowledge of global factors influencing business. 3. Explain the importance of environmental responsibility.	1. Analyze ethical and CSR issues as they apply to management. 2. Demonstrate knowledge of global factors influencing business	The student will be able to analyze human resource management practices in international settings.	Journal entries
Be effective problem solvers. 1. Solve business problems using analytical tools	3. Solve management problems using analytical tools		
Be an effective communicator 1. Deliver effective oral presentations 2. Prepare effective written reports	4. Demonstrate effective professional communication skills. 5. Work effectively in diverse teams	The student will deliver an effective oral presentation on cultural differences in work practices.	Classroom presentation
Have interdisciplinary business knowledge 1. Understand main concepts & definitions in accounting, economics, finance, information systems management, marketing and operations management. 2. Integrate knowledge across business disciplines	6. Integrate key management theories and practices	The student will develop cultural intelligence competencies related to international human resource management practices.	Final Paper

I. ACADEMIC BEHAVIOR STANDARDS AND ACADEMIC DISHONESTY

All students are expected to demonstrate honesty in their academic pursuits. The university policies regarding issues of honesty can be found under the “Student Code of Conduct” and “Policies and Procedures” sections in the Student Guidebook. All students are expected to study this document, which outlines their responsibilities and consequences for violations of the policy.

The FGCU Student Guidebook is available online at <http://studentservices.fgcu.edu/judicialaffairs/new.html>.

J. UNIVERSITY NONDISCRIMINATION STATEMENT

Florida Gulf Coast University is committed to ensuring equity and fairness for all University employees, students, visitors, vendors, contractors and other third parties. As such, the University prohibits discrimination on the bases of race, color, national origin, ethnicity, religion, age, disability, sex (including sexual harassment/assault), gender identity/expression, marital status, sexual orientation, veteran status or genetic predisposition with regard to admissions, employment, programs or other activities operated by the University. This prohibition extends to enforcement of Title IX of the Education Amendments of 1972. Questions or complaints should be directed to the Office of Institutional Equity and Compliance (OIEC). The OIEC's phone number is (239)745-4366; the OIEC email address is OIEC@fgcu.edu.

K. ADAPTIVE SERVICES

Florida Gulf Coast University, in accordance with the Americans with Disabilities Act and the university's guiding principles, will provide classroom and academic accommodations to students with documented disabilities. If you need to request an accommodation in this class due to a disability, or you suspect that your academic performance is affected by a disability, please see me or contact the Office of Adaptive Services. The Office of Adaptive Services is located in the Wellness Building. The phone number is 239-590-7956 or Video Phone (VP) 239-243-9453. In addition to classroom and campus accommodations, individuals with disabilities are encouraged to create their personal emergency evacuation plan and FGCU is committed to providing information on emergency notification procedures. You can find information on the emergency exits and Areas of Rescue Assistance for each building, as well as other emergency preparedness materials on the Environmental Health and Safety and University Police Department websites. If you will need assistance in the event of an emergency due to a disability, please contact Adaptive Services for available services and information.

L. Counseling and Psychological Services (CAPS) provides free counseling and therapy services (including psychiatry) to all FGCU students. Please walk in to the second floor Howard Hall office any week day between 8:30 and 4:30 to schedule an initial contact appointment. Visit the CAPS website at www.fgcu.edu/caps for more information. CAPS offers a 24/7 Helpline at (239) 745-3277 (EARS).

M. STUDENT OBSERVANCE OF RELIGIOUS HOLIDAYS

All students at Florida Gulf Coast University have a right to expect that the University will reasonably accommodate their religious observances, practices, and beliefs. Students, upon prior notification to their instructors, shall be excused from class or other scheduled academic activity to observe a religious holy day of their faith. Students shall be permitted a reasonable amount of time to make up the material or activities covered in their absence. Students shall not be penalized due to absence from class or other scheduled academic activity because of religious observances. Where practicable, major examinations, major assignments, and University ceremonies will not be scheduled on a major religious holy day. A student who is to be excused from class for a religious observance is not required to provide a second party certification of the reason for the absence.

Semester Assignments

Friday, January 10, 2020

Verification of Attendance Quiz (complete on Canvas) due by 5:00 pm

Friday, February 7, 2020

Journal Log Entry #1 (submit to assignment on Canvas) due by 11:59pm

Friday, February 21, 2020

Journal Log Entry #2 due by 11:59pm

Friday, March 13, 2020

Journal Log Entry #3 due by 11:59pm

Friday, March 27, 2020

Journal Log Entry #4 due by 11:59pm

Friday, April 10, 2020

Journal Log Entry #5 due by 11:59pm

Monday, April 27, 2020

Final Paper due by 11:59pm

Summer 2020 or Fall 2020: Oral Presentation (contact course instructor upon return to set a date)