

# OBHR 3330 – Human Resource Management in Business

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## University of Texas at Dallas – Spring 2026

### Instructor Information

Instructor: Ameer'a Fuller, LMSW

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Office Location: Virtual

Office Hours: By Appointment

Class Time & Location: Thursdays from 7:00-9:45PM in JSOM 12.206

### Course Description

This course introduces you to the human resources management function in the context of a business enterprise. We begin the course by examining competitive advantage and how HR factors in its achievement. Then, we'll work our way through each of the "core" areas of human resource management, including staffing, performance management, work and job design, training, compensation, and more. The course concludes with global considerations and how to manage the HR function strategically.

*The overall goal of this course is to orient you to the human resources function. At the end of the course, I want you to know what a good HR department does; therefore, you'll know what to reasonably expect from the HR function in a business setting.*

### Learning Objectives

By the end of this course, students will be able to:

- Describe human resources management (HRM)
- Identify Human Resources' (HR) role within a business
- Explain Human Resources' contribution to a business's competitive advantage
- Describe the core Human Resources functions, their responsibilities, and contributions
- Understand the government and legal environment within which HR functions
- Illustrate the key deliverables of one of the core human resources functions

### Textbook

Noe, R.A., Hollenbeck, J.R., Gerhart, B., & Wright, P.M. (2025). Human Resource Management: Gaining a Competitive Advantage (13th ed.) ISBN: 978-1-264-49333

**The publisher's "Connect" subscription is required and included in the electronic textbook purchase.** All readings assignments be administered using McGraw-Hill "Connect" and should be accessed through Blackboard. You can purchase this as a bundle in the bookstore or directly from McGraw-Hill. To purchase directly through McGraw Hill (preferred), follow these steps:

1. Wait for the class to open on e-learning
2. Click into the "Course Introduction" folder
3. Click on any of the McGraw Hill items
  - i. This will take you to McGraw Hill and you will be asked to register/purchase
  - ii. Ensure that you use your official "net-id email address." (Do not use the friendly email address).

### Slides for Note Taking

The presentation slides will be posted in advance of class sessions, via e-learning, for the purposes of notetaking. Check the folder for each respective chapter. Special Note: Edits may be made to slide content as needed.

### Course Requirements & Grading

Student performance in this course will be evaluated through a combination of individual assignments, group work, in-class activities, and exams. These components are designed to assess students' understanding of core human resources concepts, their ability to apply HR principles to business contexts, and their professional collaboration skills.

Requirement	Description	Weight
Participation & Engagement	Attendance, in-class activities, discussions	10%
Reading Assignments	Prepares students for classroom discussions and broadens knowledge of course content	10%
Individual Assignment (2)	Applied HR reflections and analysis	20%
Midterm Applied HR Activity	HR-focused business case analysis	15%
Group HR Function Project	Team-based deep dive into HR function(s)	20%
Peer Evaluation	Confidential peer evaluation of group project	5%
Final Exam	Comprehensive final exam	20%

Course Grading Scale	Points	%
A+	980 - 1000	98-100%
A	940 - 979	94-97%
A-	900 - 939	90-93%
B+	870 - 899	87-89%
B	840 - 869	84-86%
B-	800 - 839	80-83%
C+	770 - 799	77-79%
C	740 - 769	74-76%
C-	700 - 739	70-73%
D+	670 - 699	67-69%
D	640 - 669	64-66%
D-	600 - 639	60-63%

### Assignment Submission & Make-ups

All assignments should be submitted to the course via eLearning on or before the due date/time listed. Assignments submitted after the due date are subject to rejection or reduced grades as described for the respective assignment in the syllabus and in e-learning. The dates established for the assignments are already designed to provide as much flexibility as possible, which means there are no make-ups. Extenuating circumstances should be discussed with the professor, and to the extent possible, in advance of missing any assignments.

### Original Work Expectation

For all assignments, it is expected that your work is originally yours. While you can/should consult external sources for ideation and support, all use of external sources should be cited appropriately according to the APA 7th edition writing style standards. This includes any/all use of artificial

intelligence (AI). Keep in mind that assignments are reviewed for usage levels of external resources, and this includes AI. For any assignment, the use of external resources should be less than 20%.

### Weekly Topics and Assignments

Week	Date	Topic	Assignments Due
1	1/22	Introduction to Human Resource Management	Smartbook Reading
2	1/29	Strategic HRM	Smartbook Reading
3	2/5	Legal & Regulatory Environment of HR	Smartbook Reading Individual Assignment 1 Due
4	2/12	Analysis and Design of Work	Smartbook Reading
5	2/19	HR Planning, Recruitment, and Placement	Smartbook Reading
6	2/26	Training	Smartbook Reading Individual Assignment 2 Due
7	3/5	Performance Management Systems	Smartbook Reading
8	3/12	Midterm Applied HR Activity (In-class)	Midterm Activity
9	3/19	Employee Development	Smartbook Reading Group Project Assigned
10	3/26	Separation and Retention	Smartbook Reading
11	4/2	Pay Structure Decisions	Smartbook Reading
12	4/9	Recognizing Employee Contributions	Smartbook Reading Group Project Check-In
13	4/16	Employee Benefits	—
14	4/23	Group HR Function Project Presentations	Group Projects and Peer Evaluations Due
15	4/30	Collective Bargaining and Global HR	Smartbook Reading
16	5/7	BREAK- Final Exam Study Break	—
17	5/14	Final Exam (In-class)	Final Exam

### Key Assignment and Projects Descriptions

#### ***Participation & Engagement***

Active participation in class is essential for mastering course concepts. Students are expected to attend every session, contribute to discussions, and engage in case study analyses and in-class activities. Participation also includes asking thoughtful questions, providing peer feedback, and demonstrating professional behavior. This component reinforces critical thinking, collaboration, and the application of HR concepts in realistic scenarios.

Class participation is documented by faculty. Successful participation is defined as consistently adhering to University requirements, as presented in this syllabus. Failure to comply with these University requirements is a violation of the [Student Code of Conduct](#).

#### ***Individual Assignments***

These (two) applied HR reflections require students to analyze organizational scenarios and demonstrate their understanding of HRM concepts. These will include topics such as the role of HR in achieving business goals, strategic HR practices, or ethical and legal considerations in HR. These assignments provide an opportunity for students to apply theoretical knowledge individually and reflect on the real-world implications of human resources practices.

### **Midterm Applied HR Activity**

The midterm will consist of a case study completed in class. Students will analyze an HR-focused business scenario, identify the relevant HR functions, evaluate strategies, and provide recommendations based on course concepts. This activity allows students to demonstrate their ability to apply knowledge in real-time, think critically about HR challenges, and practice problem-solving in a collaborative classroom setting.

### **Group HR Function Project**

In this team-based project, students will analyze a core HR function. Teams will prepare and deliver a professional class presentation that explains the function's responsibilities, key deliverables, contribution to organizational effectiveness, and relevant legal or ethical considerations. This project emphasizes collaboration, research, and professional communication skills, allowing students to demonstrate their understanding of HR functions in a dynamic, real-world context.

### **Peer Evaluation**

To ensure accountability in the Group HR Function Project, each student will complete a confidential peer evaluation assessing the contributions and performance of their teammates. Evaluations are based on criteria such as preparation, quality of work, communication, collaboration, and reliability. Peer evaluation scores contribute to the final grade. This process fosters fairness, self-reflection, and professional accountability.

### **Final Exam**

The comprehensive final exam evaluates students' understanding of all major course concepts. The exam will include multiple-choice questions, short-answer prompts, and applied scenarios. This assessment measures both retention of knowledge and the ability to apply HR principles to practical organizational situations.

### **Class Recordings**

Students are expected to follow appropriate University policies and maintain the security of passwords used to access recorded lectures. Unless the AccessAbility Resource Center has approved the student to record the instruction, students are expressly prohibited from recording any part of this course. Recordings may not be published, reproduced, or shared with those not in the class, or uploaded to other online environments except to implement an approved AccessAbility Resource Center accommodation. Failure to comply with these University requirements is a violation of the [Student Code of Conduct](#).

### **Comet Creed**

This creed was voted on by the UT Dallas student body in 2014. It is a standard that Comets choose to live by and encourage others to do the same:

*"As a Comet, I pledge honesty, integrity, and service in all that I do."*

### **Accommodations for Students with Disabilities**

The University of Texas at Dallas is committed to providing reasonable accommodations for all persons with disabilities. The syllabus is available in alternate formats upon request. If you are seeking classroom accommodations under the Americans with Disabilities Act (2008), you are required to register with the AccessAbility Resource Center (ARC), located in the Administration Building, Suite 2.224. They can be reached by email, calling 972-883-2098, or at their website.

To receive academic accommodations for this class, please register and request services by completing the Request for Services form with the proper documentation and meeting with the Director of ARC at the beginning of the semester.

### **Academic Support Resources**

Please visit the [Academic Support Resources page](#) to view the University's academic support resources for all students.

### **Social Media Use**

The [Student Code of Conduct](#) includes behaviors conducted via any digital platform. Students may not use any digital platform to seek or provide unauthorized assistance for any assignment done for academic credit. Students may not use any digital platform to impersonate or represent any person other than themselves. Please consult with your instructor regarding authorized assistance.

### **Copyright Notice**

It is the policy of UT Dallas to adhere to the requirements of the United States Copyright Law of 1976, as amended, (Title 17, United States Code), including ensuring that the restrictions that apply to the reproduction of software are adhered to and that the bounds of copying permissible under the fair use doctrine are not exceeded. Copying, displaying, reproducing, or distributing copyrighted material may infringe upon the copyright owner's rights. Unauthorized distribution of copyrighted material, including unauthorized peer-to-peer file sharing, may subject students to appropriate disciplinary action as well as civil and criminal penalties. Usage of such material is only appropriate when that usage constitutes "fair use" under the Copyright Act. [The fair use exemption](#) has more information. As a UT Dallas student, you are required to follow UT Dallas' copyright policy, [UTDPP1043](#) and the UT System's copyright policy, [UTS107](#).

In accordance with Regents' Rule 90101, section 6, and federal copyright law, a student enrolled in a course owns the intellectual property created by the student in the course.

### **Sourcing and Plagiarism**

Students are expected to write at a professional level. This includes using proper grammar and syntax, having a logical flow, and giving credit to sources of information used in developing reports and papers. Students shall not copy the work of others and represent it as their original work. All submitted work is subject to plagiarism validation, and the University uses databases to automatically identify issues. When plagiarism becomes known, there will be consequences subject to the University's Judicial Affairs. The program will adhere to the decisions and judgment of the judicial affairs process.

### **Academic Integrity**

The faculty expects from its students a high level of responsibility and academic honesty. Because the value of an academic degree depends upon the absolute integrity of the work done by the student for that degree, it is imperative that a student demonstrates a high standard of individual honor in his or her scholastic work. Additional information is provided on their website.

### **Academic Dishonesty**

Academic dishonesty can occur in relation to any type of work submitted for academic credit or as a requirement for a class. It can include individual work or a group project. Academic dishonesty

includes plagiarism, cheating, fabrication, and collaboration/collusion. In order to avoid academic dishonesty, it is important for students to fully understand the expectations of their professors. This is best accomplished through asking clarifying questions if an individual does not completely understand the requirements of an assignment. [Academic dishonesty](#) includes but is not limited to cheating, plagiarism, collusion, facilitating academic dishonesty, fabrication, failure to contribute to a collaborative project and sabotage. All cases of suspected academic dishonesty will be reported to the [Office of Student Conduct](#) for investigation. Additional information related to academic dishonesty and tips on how to avoid dishonesty may be found [on their website](#).

### **UT Dallas Syllabus Policies and Procedures**

The information contained in the following link constitutes the University's policies and procedures segment of the course syllabus. Please review the catalog sections regarding the [credit/no credit](#) or [pass/fail](#) grading option and withdrawal from class.

### **Military Affiliated Students**

At the University of Texas at Dallas, we are committed to supporting our military and veteran students and their spouses and dependents as they pursue their academic goals. Recognizing the unique challenges faced by those who have served, we strive to create a welcoming and supportive environment. Please contact your instructor if you are on active duty, called to serve, or if any aspect of your current or past military service, or your family situation, makes it challenging to meet the course requirements or affects your academic progress. Your instructor is committed to supporting you and will work with you to address any complications.

The Military and Veteran Center ([MVC](#)) offers a range of resources and referrals to campus and community partners, ensuring that our military and veteran students can access the assistance they need. Whether it is academic advising, financial aid, or personal support, the MVC is dedicated to helping our students succeed and thrive in their educational journey.

### **Religious Holidays**

UT Dallas will excuse a student from class or other required activities, including examinations and travel time, for the observance of a religious holy day for a religion whose places of worship are exempt from property tax under Section 11.20, of the Texas Tax Code.

Students are encouraged to notify the instructor or activity sponsor as soon as possible regarding the absence, preferably in advance of the assignment.

Excused students will be allowed to take missed exams or complete assignments within a reasonable time after the absence: a period equal to the length of the absence, up to a maximum of one week. A student who notifies the instructor and completes any missed exam or assignment may not be penalized for the absence. A student who fails to complete the exam or assignment within the prescribed period may receive a failing grade for that exam or assignment.

If a student or an instructor disagrees about the nature of the absence [i.e., for the purpose of observing a religious holy day] or if there is similar disagreement about whether the student has been given a reasonable time to complete any missed assignments or examinations, either the student or the instructor may request a ruling from the school's vice or associate dean, who serve as the President's designees for these rules. The vice or associate deans must take into account the legislative intent of Texas Education Code 51.911(b), and the student and instructor will abide by the decision of the vice or associate dean. This information is also included in the online UT Dallas [Undergraduate Catalog](#), and the [Graduate Catalog](#).

### **Making a False Alarm or Report Involving a Public or Private Institution of a Higher Education**

Making a false threat at any Texas higher education institution is considered a **State Jail Felony**, not a Class A misdemeanor, according to a law passed by the Texas Legislature.

This legislation was enacted in response to several threats in past years at several universities across the U.S. that disrupted classes and prompted evacuation of campus property, even though the reports turned out to be a hoax.

This law relates to the offense of making or causing a false alarm or report involving a public or private institution of higher education. A person commits an offense under Section 42.06, Texas Penal Code, if he or she knowingly initiates, communicates or circulates a report of a present, past, or future bombing, fire, offense, or other emergency that he or she knows is false or baseless and that would ordinarily:

1. Cause action by an official or volunteer agency organized to deal with emergencies;
2. Place a person in fear of imminent serious bodily injury; or
3. Prevent or interrupt the occupation of a building, room, place of assembly, place to which the public has access, or aircraft, automobile, or other mode of conveyance.

An individual adjudged guilty of a state jail felony shall be punished by confinement in a state jail for any term of not more than two years or less than 180 days and, in addition to confinement, may be punished by a fine not to exceed \$10,000.

UT Dallas students should be aware that the State of Texas takes these threats seriously, and the legal consequences, which are severe, go beyond anything that the University's disciplinary committee can address.

This information is also included in the online UT Dallas [Undergraduate Catalog](#) and in the [Graduate Catalog](#).

### **Student Pregnancy and Parenting Nondiscrimination Policy**

Please refer to the following link pertaining to this policy: <https://policy.utdallas.edu/utdbp3121>  
Additional related resources: <https://institutional-compliance.utdallas.edu/eo-title-ix/pregnant-and-parenting/>

### **Course Evaluation**

The completion of a UTD course evaluation is strongly recommended. A link will be provided via eLearning for completing the course evaluation.

### **A Final Note**

The descriptions, assignments, points, and timelines contained in this syllabus are subject to change at the discretion of the Professor. The Professor will communicate changes to you in advance when possible.