

**HUMAN RESOURCES MANAGEMENT  
MANAGEMENT 4301- SECTION 0680  
2010 – Summer A (M,T,W: 3-4; R: 3)**

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<b>Professor:</b>	<b>Rosario Faraci, Ph.D.</b>
<b>Classroom:</b>	<b>LIT 0217</b>
<b>Office:</b>	<b>Stuzin Hall</b>
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***Instructor's Bio Sketch***

Rosario Faraci , Ph.D. is Full Professor of Business Economics and Management at the University of Catania (Italy) and he teaches Strategic Management and Organizational Behavior. He has been the President of the Undergraduate Program in Business Economics. He is a member of the Doctoral Committee in Business Administration at the University of Catania and he served as Vice Head of the Department “Impresa, Culture e Società. In addition, he has been Director of the Master program in “E-business”. He has been Visiting Scholar at the Texas A&M University (1996-97), King’s College London (2006), Tulane University (2006) and, since 1999, he’s a Visiting Professor at the Department of Management and Legal Studies at the University of Florida, teaching Strategic Management, Organizational Behavior and Global Strategic Management in their master programs. He has served as a member of the Research Committee at the Academy of Management – Business Policy and Strategy Division (2005-2007), and as National Representative for Italy (2000-2002). He is currently Co-Editor of the Journal of Management and Governance published by Springer Verlag. He is one of the Co-organizers of the XXX Annual International Conference of the Strategic Management Society (Rome, September 12-15, 2010) and he has been the Co-organizer of the Special Conference “New Frontiers in Entrepreneurship” organized by the Strategic Management Society in Catania (May 23-25, 2007). His research interests are in the topics of entrepreneurship, strategic management and competitiveness, corporate governance, privatization and family businesses.

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*Course Focus and Format*

This course will help you to develop an understanding of and appreciation for the concepts of human resources management through the conceptual lenses of the organizational behavior. The course will also introduce you to a set of analytical tools, and help you to develop skills in understanding, explaining, and improving human behavior in organizations.

The format of the course emphasizes case analyses (presentation in class and project work) and class discussion. These activities will provide you with opportunities to enhance your critical abilities on human resources management topics.

You will learn how to communicate both verbally and in writing critical evaluations and ideas of HRM and OB issues within real organizations and firms.

You are expected to take a high level of responsibility for your own learning. Most of your learning will come from class discussion of cases and lectures.

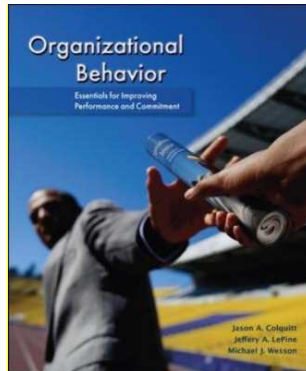
The book chapters must be read in advance to facilitate class understanding, discussion and debate. Class contribution will build on the readings, and you will be responsible for topics covered in either the readings or the course lectures. From time to time, I may hand out additional readings in class. Be sure that you get a copy of these readings.

Your attendance is crucial to your success in this course. In addition, I expect you to read all of the assigned articles before class. You are encouraged to draw on your own experiences, newspaper and journal readings to add to the understanding and application of class materials.

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***Required Text:***



**Jason A.Colquitt, Jeffery A. Lepine, Michael J.Wesson (2010).  
*Organizational Behavior: Essentials for Improving Performance  
and Commitment*, McGrawHill.**

[https://paris.mcgraw-hill.com/sites/0078112559/student\\_view0/](https://paris.mcgraw-hill.com/sites/0078112559/student_view0/)

***Course Requirements:***

**The course credit will be allocated as follows:**

<b>Participation:</b>	<b>10 %</b>
<b>Case presentation:</b>	<b>25 %</b>
<b>Group project:</b>	<b>25 %</b>
<b>Midterm Exam:</b>	<b>20%</b>
<b>Final Exam:</b>	<b>20 %</b>

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**Grading Scale**

Course grades are assigned on the following basis:

<b>90-100 pts</b>	<b>"A"</b>
<b>85-89 pts</b>	<b>"B+"</b>
<b>80-84 pts</b>	<b>"B"</b>
<b>75 -79 pts</b>	<b>"C+"</b>
<b>70-74 pts</b>	<b>"C"</b>
<b>60-69 pts</b>	<b>"D"</b>
<b>below 60</b>	<b>"F"</b>

There are no extra credit assignments, take-overs, or other supplementary options for improving a course grade. If you have concerns about your performance or course grade, these should be addressed with the instructor as soon as possible.

**PARTICIPATION**

Participation relies primarily on class discussion and, when requested, on some additional home extra-assignments.

**Class discussion.** Each student is responsible for making regular and meaningful contributions to class discussions. Be prepared for each class to participate actively and share your insights. I may ask you to speak if you have not volunteered.

Because class participation is critical, **DO NOT MISS ANY CLASS.** Please, let the instructor know, by e-mail, if you will be absent or late for some class.

**Home extra-assignments.** Home extra-assignments may consist of a 2-3 pages reaction paper based on assigned readings. Readings will be available on the website.

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Grading of participation (during the entire course)

100	Good contributions have both quality and quantity of speaking (and listening too!). I particularly will look for thought provoking questions or comments resulted from accurate and creative analysis of the course materials.
80	Arguments are persuasive and add significantly to the quality of the discussion.
60	Arguments are occasionally persuasive and do not add significantly to the quality of the discussion.
30	Obviously, merely repeating what is said in the text or during the class discussion will not be considered high quality participation.
0	Absent or disruptive attendance

If you feel that you have some difficulties participating in class discussion, I strongly encourage you to talk to the Instructor.

**CASE PRESENTATION**

Depending on the number of the enrolled students, you are required to form teams of two-three people each (class will form 8 teams).

Each team will prepare a 30 minutes (time limit) professional presentation of a case analysis. All members of the team must participate. An electronic copy of your presentation must be mailed (faracivisiting@gmail.com) to the Instructor before the class you're going to present.

All members of the team receive the same grade unless otherwise arranged. If you exceed time limit (30 minutes) I'll stop the presentation.

Following the presentation, another group will play the role of discussant (15 minutes) to ask questions and/or challenge decisions of the team. The group playing the role of discussant may ask the Instructor to receive the teaching notes designed for the case. In general, each student must be prepared to discuss the

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case every class. Pay attention to what other students are saying and address your comments to each other. I will ask you questions related to the case presentation even if you have not volunteered. During the presentation, dressing business casual is more than welcome.

**Grading of case presentations**

Structure of the case analysis according to your book	up to 25 points
Clear focus on a HRM issue faced by individuals, teams or organizations	up to 10 points
Sources of information and additional materials (videos, audios, articles, etc.)	up to 15 points
Critical thinking, particularly during interaction with class	up to 25 points
Team dynamics and communication (including oral skills of the participants)	up to 30 points
<b>up to 100 points</b>	

**GROUP PROJECT**

You are required to form groups of either five or six people each (class will form 4-5 teams) depending on the number of enrolled students to the course.

The group project is a written analysis of a HRM/OB issue faced by either an organization (or a group) or a firm you will select on your own. The proposal is subjected to the approval of the Instructor.

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The project will be allotted to each group by request (written by e-mail), on a first-come first-served basis.

The project has to meet the following guidelines

*Structure and contents of group project*

Structure	Contents
Introduction (1 page)	you will explain the subject of project work; the issue faced by individuals, teams or organizations; the contents of your paper
Situation analysis (2-3 pages)	you will analyze the HRM situation, according to the theoretical background learned during our course
Organizational Behavior issue: (4-5 pages)	you will discuss the issue by using the theoretical background learned during our course
Conclusion: (1-2 pages)	you will propose the possible evolution of the situation analyzed according to information and observations gathered
References	you will quote all references you used

*Format of group project*

Cover information: title of your group project, group members with e-mail addresses; designed member/s that will present the project during the last class.

Do not exceed 10 pages (pages limit); use a 12 point font, double spaced, 1” all around; write authors’ names and page numbers on the paper; staple papers only. If you exceed pages limit I stop reading and I will lower your grade if you don’t have a conclusion. Exhibits (graphs, tables, pictures, etc.) and references are not counted against the page length.

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**Grading of group projects**

Use of theoretical background	up to 25 points
Sources of information	up to 25 points
Clearness and sharpness	up to 50 points
	up to 100 points

**MID TERM AND FINAL EXAM**

There will be no make-up exam unless there is a absence approved according to the University of Florida Policy.

The exam may include two parts: multiple choice and essay questions. The multiple choice questions will be drawn from book, lectures, readings, and class activities. Two essay questions will be added, according to the course format.

**ACADEMIC HONESTY**

*It is expected that you will neither participate in or condone activities such as cheating or plagiarism. Any observed, uncovered or suspected academic misconduct is subject to the appropriate policies and procedures. By placing your names on assignments, you are affirming that the contents are your original work.*

**COURSE POLICIES AND PROCEDURES**

- Students are expected to remain alert and not engage in cross conversations. No reading of newspapers or non-class related material is permitted. No use of mobile phone is permitted in class. The use of laptop is permitted only when the instructor gives authorization.



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- Each student is invited prepare a nametag to be placed in front of his/her seat.
- Questions about the grade received should be raised and resolved within two days of receiving the graded work.
- The final course grade is based on the student's cumulative performance on case presentations, class participation, group project and final exam.
- Students with disabilities. I would like to know from anyone who has a disability that may require some modification of seating, testing, or other class requirements so that appropriate arrangements may be made. If you have a disability that may affect your participation in class, please contact me immediately.