

Human Resources Management (20:834:523:90) [3 credits]

Course Description

The course addresses public sector human resources management from multiple perspectives, including theoretical, legal, political, policy, and practical. It covers the important contemporary issue of diversity, equity, and inclusion (DEI), as well as other critical issues such as public sector labor relations, performance management, ethics, and privatization.

Learning Objectives

Upon completion of the course, students will be able to:

- Select and explain statutory and constitutional law for public employees that apply to current public personnel administration issues.
- Apply human resource management skills that demonstrate effective skills in leadership, communications, and motivation.
- Relate theory about public personnel administration to current issues.

Requirements

Requirements will vary by instructor and may include:

- *Class sessions and discussions:* Class Participation
- Student participation will be judged on involvement in Discussion Boards, exercises, and cases. Participation must be relevant to the topic, demonstrate evidence of critical thinking, and help to expand new ideas, factual information, or resources.
- Every student is expected to make comments on the other's responses. The deadline for student's responses is Wednesday. The deadline for comments on other's responses is Friday. All assignments, discussions questions, their responses should be completed by Friday of every week.
- Mid-term & Final Examinations

Schedule / Outline of Topics

- Week 1: Introduction and Overview
- Week 2: The Contemporary Field of Public Personnel Administration/Human Resources Management
- Week 3: Processes of Public Personnel and Human Resources Management
- Week 4: Equal Employment Opportunity and Affirmative Action
- Week 5: Managing Diversity in the Public Sector
- Week 6: Managing Diversity (cont.)
- Week 7: MIDTERM EXAM
- Week 8: Ethics and Nonprofits
- Week 9: Performance Appraisal
- Week 11: Current Topics in Public Personnel
- Week 12: Labor Relations in the U.S.
- Week 13: New Ways of Work
- Week 14: Final

Texts / Materials / Resources

The selection of textbooks and readings will vary by instructor. Listed below are some of the possible textbooks, materials, and resources an instructor may select for this course:

- Riccucci, Norma M. 2021. 2nd edition. *Managing Diversity in Public Sector Workforces*. New York: Routledge.
- Riccucci, Norma M. 2024. 7th edition. *Public Personnel Management: Current Concerns, Future Challenges*. New York: Routledge.
- Various videos and journal articles (provided by instructor)