

MGT 3750 - Fundamentals of Human Resources

Fall 2026 Syllabus, Section 05, CRN 41101,

Credit hours: 3

Instructor

Kimberly Pleva

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Public Instructor Information

Professor: Ms. Kimberly Pleva, SPHR, SHRM-SCP

Professional Qualifications:

- *Master's in Business Administration, Youngstown State University*
- *Bachelor's in Business Administration, Youngstown State University*
- *Certification, Senior Professional in Human Resources (SPHR), Human Resource Certification Institute (HRCI)*
- *Certification, Senior Certified Professional in Human Resources (SHRM-SCP), Society for Human Resource Management (SHRM)*
- *16 years of senior level human resource experience at a Fortune 200 corporation with leadership in employee relations, workforce development and planning, recruiting/selection, compensation, skills assessments, succession planning, safety and learning and development.*

Office: *Williamson Hall, Room 3309*

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Course Description

3750. Fundamentals of Human Resources. This introductory course provides a comprehensive overview of the fundamental principles of Human Resource Management (HRM). Students will explore key concepts such as individual and group decision-making, motivation, perceptions, and attitudes, and their impact on HR processes. Topics covered include job design, employee selection, organizational development, total rewards, employee relations, and workplace health, safety, and security. This course serves as the first step in a series of HR courses, equipping students with the essential knowledge and skills needed for advanced HR studies. Prereq.: 2.5 GPA. Prereq. or Coreq.: MGT 3725 (may be taken concurrently). 3 s.h.

Course Readings

Group	Title	Author	ISBN
Optional	Human Resource Management	Dessler, Gary	13-9780-13-792739-5

Each week a learning module will be released on Blackboard covering one large topic. The module will contain items to support the week's learning such as readings, videos, and assignments.

The course readings are subject to change in the event of extenuating circumstances, research developments, current events, and/or to ensure better learning.

Schedule of Topics and Assignments

Week of	Reading(s)	Proposed Topic	Due/To Prepare for Class
8/24	NONE (Lecture Only)	Introduction to Course & Human Resource Management	Course Objectives Quiz
8/31	NONE (Lecture Only)	Legal Environment	
9/7	NONE (Lecture Only)	Job Analysis	Applied Learning Assignment
9/14	NONE (Lecture Only)	Recruiting & Selection	Applied Learning Assignment
9/21	NONE (Lecture Only)	Recruiting & Selection	Applied Learning Assignment Exam 1

9/28	NONE (Lecture Only)	Training & Development	Applied Learning Assignment
10/5	NONE (Lecture Only)	Performance Management	Applied Learning Assignment
10/12	NONE (Lecture Only)	Compensation & Benefits	Applied Learning Assignment
10/19	NONE (Lecture Only)	Compensation & Benefits	Exam 2
10/26	None (Lecture Only)	Labor Relations	Applied Learning Assignment
11/2	None (Lecture Only)	Employee Relations	Applied Learning Assignment
11/9	None (Lecture Only)	Organizational Behaviors	
11/16	None (Lecture Only)	OSHA	Applied Learning Assignment
11/23	None	Application of Content/Review	
11/30	None (Lecture Only)	Application of Content - HRM	Applied Learning Assignment
12/7		Finals Week	Final Exam

The course schedule, policies, procedures, and assignments in this course are subject to change in the event of extenuating circumstances, by mutual agreement, and/or to ensure better learning.