

MGT 3750 - Fundamentals of Human Resources

Summer 2026 Syllabus, Section 01, CRN 30670,

Credit hours: 3

Instructor

Dr. (Helen) Guohong Han-Haas

Professional Qualifications:

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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. or Coreq.: MGT 3725 (may be taken concurrently) Prereq.: 2.5 GPA. 3 s.h.

Course Readings

Group	Title	Author	ISBN
Required	Hidden Values: How Great Companies Achieve Extraordinary Results with Ordinary People.	O'Reiley & Pfeffer	SBN-10: 0875848982

Case Book: O'Reiley & Pfeffer (2000). *Hidden Values: How Great Companies Achieve Extraordinary Results with Ordinary People*. Harvard Business School. **(Required)** ISBN-13: 978-0875848983; ISBN-10: 0875848982

Note: This case book is not available at YSU bookstore; you can purchase it at Amazon at a very reasonable price.

Gary Dessler. 2016. *Human resource management*. 15th edition. Pearson.

ISBN-10: **0134235452**; ISBN-13: **978-0134235455 (Recommended)**

Stephen Robbins, Timothy A. Judge. 2017. *Organizational Behavior*. 17th edition.

Pearson. ISBN-10: **013410398X** ISBN-13: **978-0134103983 (Recommended)**

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

Online MGT3750 Class Calendar

Week of	Reading(s)	Proposed Topic	Due/To Prepare for Class
5/11	Recommended Book (Dessler, 2016) Chapter Syllabus – Intros Lecture 1: Work Attitudes 1 Recommended Book (Robbins & Judge, 2017) Chapter 3		5/17 Quiz due Discussion #1 due
5/18	Recommended Book (Dessler, 2016) Chapter Lecture 2: Legal Context for HR 2		5/24 Discussion #2 due



5/25	Recommended Book (Robbins & Judge, 2017) Chapter 2 & 6 Required Case Book: Southwest (Chapter 2 of the Case Book)	Lecture 3: Perception	5/31 Discussion #3 due
6/1	Recommended Book (Dessler, 2016) Chapters 4-7, & Chapter 9 Required Case Book: Cisco (Chapter 3 of the Case Book)	Lecture 4: Interviewing & Career Development	Exam #1 (Content Weeks 1-4) due on 6/7
6/8	Recommended Book (Dessler, 2016) Chapter 11-13 Required Case Book: SAS (Chapter 5 of the Case Book)	Lecture 5: Performance Management	Individual Case Analysis Paper on "SAS" due on 6/14
6/15	Recommended Book (Dessler, 2016) Chapter 15 Recommended Book (Robbins & Judge, 2017) Chapter 8 Required Case Book: Men's Wearhouse (Chapter 4 of the Case Book)	Lecture 6: Negotiation	6/21 Discussion #4 due
6/22	Recommended Book (Dessler, 2016) Chapter 15 Recommended Book (Robbins & Judge, 2017) Chapter 8	Lecture 7: Motivation	6/25 Exam 2 (Content Weeks 5-7) due

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.