

Welcome to ORG301N-741

Human Resource Management

With Corey Fenstemacher, Psy.D.

Course Description

This course provides an introduction and overview of Human Resource Management (HRM). We study the policies, practices, and systems of an organization, that influence employees' behavior, attitudes, and performance.

Our study considers how HR adds value by strategically providing the Human Capital necessary for the organization's success. We begin with the legal environment and move to several other employment practices: staffing (recruitment and selection) talent management to include training, development, and performance feedback. Lastly, we study organizational rewards systems (compensation and benefits) health, safety, and labor relations all within the context of the constantly changing external environment.

The purpose of this course is to introduce the student to the study of Human Resources as a strategic organizational function, as a discipline of research and as a potential career.

Lastly, we seek to help the student understand the importance of the management of its human-resources in reaching organizational goals and developing a strategic competitive advantage.

Required Textbook

Please be sure to rent or purchase this text prior to the beginning of the term as the course requires weekly reading assignments from it. All assignments reference pages and activities in **the 3rd edition**. Try Chegg for more affordable options including rental.

FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT: Functions, Applications and Skill Development by Robert Lussier and John Hendon Sage Publication.

Third Edition

1. ISBN-10: **1071894412**
2. ISBN-13: **978-1071894415**



About the Instructor

I started my career in sales in advertising. My second career began when I returned to school to earn a doctorate in Organizational Psychology. There, I discovered a passion for instruction and facilitation, particularly working with adult audiences. I have worked for global consulting firms, where Human Resource colleagues were close partners. I have also held positions within the Human Resource department of Time Inc./Time Warner. I've been teaching adult college students, managers and executives for over a decade. My favorite thing about teaching is that no matter how many times I teach the same course, or the same students, I learn something new from each group. The course is always different because no group of students is the same. I'm originally from the Utica area. My husband and I spend time between Brooklyn and the Cooperstown area with our recent rescue cat Ashwagandha. In my free time, I consult to HR leaders and business leaders and volunteer with animal welfare organizations.

Looking forward to getting to know you in our classroom!

Corey

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