

Syllabus for PADM 6110 (651)

Course Name:

Human Resource Management in Public Agencies

Course Prefix and Number:

PADM 6110

Course Section Number:

651

Course Description (from catalog):

Assessment skills for recruitment and maintenance of personnel in public sector. Comparative study of all phases of human resource management in federal, state, and local governments.

Required Course Materials for Purchase:

Berman, E. M., Bowman, J. S., West, J. P., & Van Wart, M. R. (2022). Human Resource Management in Public Service: Paradoxes, Processes, and Problems (7th edition). CQ Press.

Student Learning Outcomes or Objectives:

The primary objective is to provide students with foundational theoretical concepts and practical knowledge necessary for public management practice. By the end of the semester, students should be able to 1) sufficiently explain and appropriately apply federal employment law in a variety of workplace contexts; 2) illustrate the demands for and rewards of strategic approaches to human capital and building more diverse, healthy, and productive workplaces; 3) create practical HRM tools for work analysis, recruitment and selection, and performance appraisal; 4) design acceptable approaches to training and development, as well as volunteer management, based on best practices; and 5) demonstrate an understanding of the common drivers and levers of workplace motivation in the public and nonprofit sectors. Course objectives support the development of MPA competencies promoted by the Network of Schools of Public Policy, Affairs, and Administration (NASPAA). Special attention will be paid to the local government context.

Assessment of Student Performance – Grading Scale:

Final grades for the course will be based on the following standard scale:

- A = 90% and above
- B = 80 to 89.99%

- C = 70 to 79.99%
- F = Below 70%

Assessment of Student Performance – Major Assignments and percentage of final grade:

Employment Law Report = 15%

Job Analysis & Job Description Report = 15%

Recruitment & Selection Report = 15%

Performance Appraisal Report = 15%

Training & Development Report = 15%

Discussion Forums = 25%

Assessment of Student Performance – Attendance/participation if portion of final grade:

This course is 100% online and has no scheduled class meetings.

Statement of Engagement with Diverse Scholarly Perspectives

This course aligns with the intent of the university to engage diverse scholarly perspectives to develop critical thinking, analysis, and debate. The inclusion of a course reading does not imply endorsement.