

University of Minnesota
INDUSTRIAL RELATIONS CENTER

HRIR 8101: "Strategy, Execution and Ethics"

Spring B '06
James G. Scoville

CSOM 2-219:::Wednesdays 1745 - 2105
2 credits

SYLLABUS

This will be the capstone course for students in the MA-HRIR program. It will serve three purposes: provide an exposure to strategic human resource management, a discussion of project management ("execution"), and a grounding in the ethics of human resource management and industrial relations.

At the first session members of the class will form small groups (what else?) These groups will study and recommend a course of action in the *PMJ Case*, to be presented to the class on April 5. Each group will also select one of the HBS cases to present to the class and lead a discussion on April 19 or 26.

Texts for HRIR 8101 are:

Evans, Pucik and Barsoux (EP&B), *The Global Challenge*
Budd and Scoville (B&S), *The Ethics of Human Resources and Industrial Relations*

In addition there is a course packet which includes the PMJ Case and four Harvard Business School Cases. The four HBS cases are:

1. "The Analyst's Dilemma:" obligation to a friend vs. duty to employer
2. "Kathryn McNeil:" work-life-family issues
3. "Conoco's "Green" Oil Strategy:" conflicting stakeholder interests, including environmental
4. "Levi Strauss & Co.: Global Sourcing:" Sourcing and human rights

Final assignment, due on May 3, is for each individual to write a four to five page essay in which you describe a personal or professional ethical dilemma that has confronted you, how you handled it (or didn't handle it), and how you might handle it now, given more experience, training, the materials in this course, etc.

Grading: group PMJ write-up, 30%; group HBS case presentation, 30%; personal ethical reflection, 30%; participation, 10%.

SCHEDULE

- Reading, etc.
1. March 22: Strategic HRM I EP&B, chs. 1, 2
 2. March 29: Strategic HRM II Guest speaker:
Teresa Daly EP&B, chs. 4, 5
The Prouty Project
 3. April 5: Strategic HRM III// PMJ Case EP&B, chs. 6, 7
 4. April 12: Project Management Guest speaker:
Bob Lippert, Medtronic EP&B, chs. 9, 10
 5. April 19: Ethics I B&S, chs. 1, 2, 3
“Analyst’s Dilemma,” “Kathryn McNeil”
And “Conoco”
 6. April 26: Ethics II//Game Ecotonos B&S, chs. 4, 5, 6
and “Levi Strauss...”
 7. May 3: Ethics III—Field trip to White Bear B&S, chs. 7, 9, 10
Racquet and Swim Club, Paul Steinhauser,
General Manager. We will meet at the Club
at 5:45, learn about their environmental
initiatives, and adjourn for pizza....Car-
pooling is encouraged. Guest ethicist:
Judith Scoville, formerly the Hulings
Distinguished Chair in the Humanities,
Northland College.