

# Connecting HR Content to Students' Real Lives

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# Before

- **Written assignments**
  - 8-10 page term paper (20%)
    - In casebook
    - Graded A-F
  - 5 written case analyses (10%)
    - In casebook
    - Graded Pass/Fail
- **Mid-term & final (30% & 30%)**
- **Class participation (10%)**

# After

- Tests (50%)
  - Five tests, one every other week
- Written assignments (50%)
  - Five, one every other week
  - Apply a specific HR content area to student's own intended career

# Planning Assignment

- HR content area
  - Strategic HR planning
- Written assignment
  - Before: Analyze a strategic HR case
  - Now: Career planning
    - Supply and demand for job you want after graduation
    - Qualifications for that job
    - Industry want to work in

# Job Requirements Assignment

- HR content area
  - Job description
- Written assignment
  - Before: Analyze a job requirements case
  - Now: Interview job incumbent write a job description
    - Summary
    - Tasks
    - Knowledge, skills, abilities, education, experience

# Hiring Assignment

- HR content area
  - Employee selection
- Assignment
  - Before: In-class mock interview
  - Now: Prepare for a hiring interview
    - Questions based on assignment #2
    - Answers
      - Good
      - Bad

# Pay Assignment

- HR content area
  - Pay
- Assignment
  - Before: Analyze a labor market pay case
  - Now: Use web sites to gather starting salary info for job in assignment #2
    - At least three (one our Career Center)
    - Pay at percentiles : 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>

# Employee Benefits Assignment

- HR content area
  - Benefits (health, retirement, vacations, etc.)
- Written assignment
  - Before: Analyze a case on controlling benefit costs
  - Now: Find a company benefit plan and cost it for the industry in assignment #1
    - U.S. Chamber of Commerce survey data on costs
    - Complete spreadsheet and determine “hidden” compensation



# Principles Applicable to Other Classes

- Take textbook material and have students apply it to their lives right now (Job design: “experienced meaningfulness”)
  - Job
  - Personally interesting topic
    - Social concern (e.g., affirmative action)
- Make textbook material personal to students by letting them decide how to apply content (Job design: “experienced meaningfulness”)
  - Force them to choose the job related to major

# Principles Applicable to Other Classes

- Give feedback to students on how their work does/does not match with content (Job design: “experienced responsibility”)
  - Grade (1-10 points) with comments
  - Not Pass/Fail
- Make assignments a substantial portion of course grade (Job design: “knowledge of results”)
  - 50%
  - Not 10% to 30%