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 : 25th, 50th, 75th
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%