



MGT 3102 Syllabus

Managing Human Resources within a Regulatory Environment, Section D, 3 Credit Hours

Fall 2026

Class Times & Location: Mondays & Wednesdays 2:00pm – 3:15pm, Scheller 222

Instructor Information

Instructor: Dr. Vinod Vincent, SPHR, SHRM-SCP

Email: vinod.vincent@scheller.gatech.edu

General Course Information

Description

This course provides an introduction to the field of Human Resource Management (HRM), exploring the theories, policies, and practices that shape how organizations manage their people. Built on the premise that employees are intangible and strategic assets, the course emphasizes how organizations can leverage human capital to achieve and sustain competitive advantage.

Designed for future managers and leaders, the course equips you with a foundation for addressing complex and critical HRM challenges in real-world settings.

Course Learning Outcomes

By the end of the course, you should be able to:

- Recall key HR practices, concepts, and frameworks.
- Apply HR knowledge to analyze and solve management problems.

- Differentiate the HR responsibilities of dedicated HR departments from those of line managers, recognizing where these roles overlap and where they diverge.

Required Course Materials

Human Resource Management: Managing Employees for Competitive Advantage, 5th Edition by Mary Gowan, Beverly J. DeMarr, Jannifer David
 eBook: ISBN: 9781071927434
 Loose-Leaf: ISBN: 9781948426459
 Paperback: ISBN: 9781948426466
 Can be purchased at the GT Bookstore: <https://gatech.bncollege.com/>

Grading Policy

Assignments and Grading:

Quizzes (4 quizzes x 15% each)	60%
Team Paper	20%
Team Presentation	10%
Class Participation	5%
Research Participation	5%
Total	100%

Grading Scale:

- A: 90% - 100%
- B: 80% - 89%
- C: 70% - 79%
- D: 60% - 69%
- F: below 60%

Description of Graded Components

Quizzes (60%):

You will have a total of four (4) closed-book quizzes in this course. Please see the course schedule on Canvas for due dates. The quizzes may have a combination of multiple choice, true/false, and/or short answer questions. The quizzes will include all the material covered in this course (chapters, other assigned readings, lectures, class discussions, etc.). To support academic integrity, this course uses LockDown Browser for quizzes. Students must download the Respondus LockDown Browser prior to quizzes. No late quiz submissions will be accepted.

Quiz 1	Chapters 1,2,3
Quiz 2	Chapters 4,5,6,7
Quiz 3	Chapters 8, 9,10
Quiz 4	Chapters 11,13,14

Team Paper: Designing a High-Performing HR System (20%):

In this team project, you will act as HR consultants tasked with designing a high-performing human resource system for an organization. The project emphasizes internal and external alignment of HR practices to support the organization’s business strategy, comply with legal requirements, and drive high levels of employee performance.

The written paper (10–15 pages, APA format) requires you to analyze the organization and its business strategy and design an integrated HR system covering job design and analysis, workforce planning, recruitment and selection, learning and development, performance management, compensation, incentives and rewards, labor relations (if applicable), and international HRM (if applicable). The paper should clearly demonstrate how these HR practices reinforce one another to create a sustainable competitive advantage.

Detailed instructions for the team project will be posted on Canvas. Please see the course schedule for due dates.

Notes:

- 75 percent of the team project grade will be assigned equally to all members. 25 percent will be based on the ratings from the peer evaluations. If you do not complete peer evaluations, then you will not receive any peer evaluation points.
- Team members have the option to vote out a team-mate (with my permission) if that individual is not doing their part in terms of quality of work, participation, and overall professionalism. Teams should notify me immediately when such issues arise, rather than waiting until the project deadline approaches.
- A student who is voted out will get a ZERO for the team paper and presentation. The student will be given one warning from me. If the behavior continues, the student will be removed from the group and will not have an opportunity to participate in the team paper and presentation. A student who is removed from a group will not be allowed to submit the team paper and presentation individually.

Team Presentation (10%):

Teams will also deliver a 10-minute consulting-style presentation, pitching their proposed HR system to senior leadership. The presentation should highlight the organization’s

strategy, HR philosophy, key HR practices, and the strategic alignment that enables high performance.

All team members are required to participate in the presentation. By default, all team members will earn the same grade on the presentation. However, if it becomes clear that contributions were not equal, individual grades may be adjusted.

Class Participation (5%):

Active participation is an essential part of this course. You are expected to come prepared for class by completing assigned readings and activities, contributing thoughtfully to class and group discussions, completing in-class activities and pop quizzes, engaging respectfully with peers, and demonstrating professionalism through attendance, punctuality, attentiveness, and collaborative effort. Consistent and meaningful engagement that enhances both your own learning and that of the class will be evaluated most favorably.

Research Participation (5%)

This class component requires you to participate in several approved HR/OB lab studies not to exceed a total of 3 hours of your time outside of class. It may involve one long study or a combination of 2-3 shorter studies. You will have more details about research participation and receive specific instructions for how to sign up for these studies in Week 3 or 4 of this semester from the OB lab coordinator. The only class you can double count your lab participation in is Organizational Behavior.

Alternative to Research Participation. If you decide not to complete this research activity, your alternative is to write a 4-page report about an empirical research article (an “empirical” article uses statistical techniques to analyze data). You should choose an article that investigates an OB/HR related topic from *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Organizational Behavior*, or *Personnel Psychology* (access available from the GT library). Your article must be current, published on or after January 1st, 2023. There are no exceptions to this policy regarding journal selection or date range. You should describe the hypotheses, methodology, sample of participants, and results, as well as discussing the article's main conclusions. Prepare a 4- page report (12-point, Times New Roman font, double-spaced, 1-inch margins) that includes this information, citing the paper using APA or MLA style.

To earn full credit, you must comply ALL the guidelines described here.

Course Policies

Attendance

Attendance is required unless you have a GT-excused absence with documentation or a medical emergency. An excused absence for medical reasons requires a written excuse from a doctor's office. Except in very extreme cases, I must be informed before the class to count as an excused absence.

Academic Integrity

Georgia Tech aims to cultivate a community based on trust, academic integrity, and honor. Students are expected to act according to the highest ethical standards. Review [Georgia Tech's Honor Code](#) and the student [Code of Conduct](#).

Any student suspected of cheating or plagiarism on a quiz, exam, or assignment will be reported to the Office of Student Integrity, who will investigate the incident and identify the appropriate penalty for violations.

Accommodations for Students with Disabilities

If you are a student with learning needs that require special accommodation, [contact the Office of Disability Services](#) (404-894-2563) as soon as possible to make an appointment to discuss your special needs and to obtain an accommodations letter. Please also e-mail me as soon as possible in order to set up a time to discuss your learning needs.

Student-Faculty Expectations Agreement

At Georgia Tech, we believe that it is important to strive for an atmosphere of mutual respect, acknowledgement, and responsibility between faculty members and the student body. [The Student-Faculty Expectations](#) articulate some basic expectations that you can have of me and that I have of you. In the end, simple respect for knowledge, hard work, and cordial interactions will help build the environment we seek. Therefore, I encourage you to remain committed to the ideals of Georgia Tech while in this class.

Artificial Intelligence (AI) Use Policy

The availability of artificial intelligence tools (e.g., ChatGPT, Copilot) has increased and may make completing coursework easier; however, this course emphasizes critical thinking and individual engagement with course material. Because of this focus, the use of AI tools to write, generate, or complete any part of an assignment is not permitted, as it limits meaningful learning. Students may use AI tools for limited support purposes only (such as preliminary research and grammar checks), but all submitted work must reflect the student's own original thinking and voice. Any use of AI tools must be clearly disclosed

(e.g., “Used ChatGPT to check grammar”). Failure to disclose AI use, or using AI to compose assignment content, will be handled in accordance with university policies on plagiarism and academic dishonesty.

Late Assignments

You are expected to submit all assignments by the associated due date listed in the course schedule posted on Canvas. Late work will not be accepted. In extremely rare circumstances, and only with advance notice and my approval, an exception may be considered.

Lecture Videos and Required Permissions

Lecture videos and other materials posted on Canvas are for the sole purpose of educating the students enrolled in the course. Students may not record or share recordings, including screen capturing, unless the instructor explicitly states so, or individual permission is obtained. Written consent of the instructor must be obtained before sharing the recordings with persons outside of the class.

Campus Resources for Students

Undergraduate Student Academic Success Resources:

Academic Support: Academic Success and Advising (a unit in the Office of Undergraduate Education & Student Success) provides free support for your courses. Students can attend scheduled supplemental review (PLUS) sessions, stop by Drop-In Tutoring, or schedule a one-on-one appointment through Knack. To explore what options work best for you, please visit us online at success.gatech.edu/tutoring, email us at tutoring@gatech.edu, or come see us at Clough Undergraduate Learning Commons, Suite 283.

Student Well-Being:

At Georgia Tech, we are concerned about your overall physical, social, and mental well-being. A [comprehensive list](#) of wellness related resources has been compiled and maintained by the Office of the Vice President for Student Engagement and Well-being ([student-resource-guide \(gatech.edu\)](#)).