



MGT 3102 Syllabus

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

Summer 2026

Class Times & Location: Online / Asynchronous

Instructor Information

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

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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%
PechaKucha Presentation	20%
Discussion Assignments (5 x 4% each)	20%
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 remote online proctoring for quizzes. Students are required to use a webcam and microphone during these assessments. No late quiz submissions will be accepted.

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

Strategic HR Analysis (PechaKucha Presentation – 20%):

Students will complete an individual, recorded PechaKucha-style presentation analyzing a real-world human resource management problem faced by a real organization. Using concepts learned in this course, students will diagnose the HR problem, apply multiple HR functional areas, and propose strategically aligned HR solutions. Presentations must follow the PechaKucha format (20 slides × 20 seconds per slide) and demonstrate analytical depth, integration of course concepts, and professional communication. This assignment emphasizes HR's role as a strategic partner in organizational performance and creating a sustainable competitive advantage. Late submissions will not be accepted.

Discussion Assignments (20%):

This course uses Canvas Discussions for asynchronous participation. Students are required to post an original response by the stated deadline and reply thoughtfully to classmates as directed. All posts must demonstrate understanding of course concepts, apply HR principles to practice, and follow professional online communication (netiquette). Canvas timestamps are used to verify on-time participation. Late or incomplete discussion activity will receive reduced or no credit.

Course Policies

Attendance and Participation

This course is delivered fully online and does not require live class meetings; however, regular participation is still required. Attendance is defined by active engagement with the course through Canvas, including reviewing posted lectures and instructional materials, completing required quizzes, discussions, and other class activities, and meeting all assignment deadlines. Students are expected to log in frequently and keep up with weekly course expectations. Failure to engage consistently with course materials and activities may negatively affect participation and overall course performance.

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 \(gatech.edu\)](#)).