

**University of North Carolina at Chapel Hill**  
**PUBA 723 - Human Resource Management**  
**Spring 2022**

Leisha DeHart-Davis, PhD  
Coates Distinguished Term Professor of Public Administration and Government

SOG Office, 4th Floor, Leslie Knope Suite  
ldehart@sog.unc.edu  
919-966-4189 (If you really don't want to reach me but want to say you tried)  
785-766-1554 (Cell)  
In-person, Facetime, Skype and Zoom meetings available upon request

## **COURSE OVERVIEW AND OBJECTIVES**

How can public service organizations develop and sustain an internal work community that provides the highest level of public service? And how you can, as future public service leaders, serve as effective stewards of the people whom you serve and who serve your organization? This course wrestles with these questions through an exploration of organizational behavior, common human resource management practices, and diversity and inclusion.

My primary objective is to equip you with theoretical, empirical and quasi-experiential knowledge for creating high-functioning public sector workplaces, made up of people who fit your organization, feel inspired to work towards your mission, feel cared for as human beings, and who are included in the organization. This is the "human" aspect of human resources, the understanding of individual and group behavior that makes or breaks organizational effectiveness.

## **READINGS/EXERCISES**

Pearce, Jone L., and Jessica E. Sowa. 2019. *Organizational Behavior: Real Research for Public and Nonprofit Managers*. Irvine, CA: Melvin and Leigh, Publishers.

Nkomo, Stella M., Myron D. Fottler, and R. Bruce McAfee. 2011. *Human Resource Management Applications*. Australia: South-Western Cengage Learning.

[UNC Library Reserves Link](#)

## **REQUIREMENTS**

***Trial Run Exam (15%)*** After four chapters of material, you will complete a take-home exam of short- and long-answer questions designed to my expectations for the final exam.

***Final Exam (25%)*** The final exam is a take-home that involves short- and long-answer questions on all the material from the semester.

***Service-Learning Project (35%)*** For your final project, you will be working in a small team of students to undertake an applied research project of interest to a specific client (residential). A written report and presentation with all project team members are due at semester's end.

**Alumni Virtual Mock Interview (5%)** The opportunity to participate in a mock interview can help with understanding how to better interview candidates, understand the process potential interviewees may go through and gives an opportunity to practice interviewing.

Your role in the process will be:

1. Reach out to Associate Director of Career Services and Professional Development (AD-CSPD), Allison Binkley, ([binkley@sog.unc.edu](mailto:binkley@sog.unc.edu)) to initiate the process of connecting with an alumni mock interviewer.
2. Provides AD CSPD, [binkley@sog.unc.edu](mailto:binkley@sog.unc.edu) with a copy of a job description of a position you would be interested in and resume tailored to that position.
3. AD CSPD will connect you and the alumni via email
  - a. You will reach out to the alumnus to schedule the interview via zoom/teams/phone (meeting information should be connected to the invite)
4. After the interview AD CSPD will receive feedback from alumnus
  - a. AD-CSPD will reach out to schedule debrief after the interview AD-CSPD will receive feedback from alumnus.
  - b. Once you have your debrief meeting with the AD-CSPD, write a brief reflection on your experience with the interview process. What parts went well? What parts could be improved on, by you or your interviewer?

**Knope Score (20%)** For this component of your grade, I will evaluate the quality of your contributions to class discussions, exercises and guest lectures. Your evaluation will be based on the extent to which you have prepared for class, participate in class discussions, and demonstrate humility and respect while doing so. As part of your Knope Score, write one to three paragraphs describing your own participation in the class.

## UNC HONOR CODE

You can find the honor code [here](#), but here are a few excerpts applicable to this class:

- Engaging in conduct within a University classroom that substantially disrupts the academic environment (and kills your Knope Score).
- Academic dishonesty, including plagiarism and unauthorized assistance.

## ACCESSIBILITY STATEMENT

The University of North Carolina at Chapel Hill facilitates the implementation of reasonable accommodations, including resources and services, for students with disabilities, chronic medical conditions, a temporary disability or pregnancy complications resulting in difficulties with accessing learning opportunities.

All accommodations are coordinated through the Accessibility Resources and Service Office, which can be reached at 919-962-8300, [accessibility@unc.edu](mailto:accessibility@unc.edu), and through their [website](#).

## **SCHEDULE**

The schedule is subject to change and attached. You will be alerted to any changes in the schedule and you can find the most recent schedule under Files on Canvas.