Winter 2020 - BUS 356
Staffing Organizations
Section: 001

Instructor and Contact Information
Instructor: Justin Feeney
Office: ED 512.9
Email: UR Courses E-mail
Office Hours: By Appointment or immediately after class
Lecture times: Monday, 7:00pm to 9:45pm
Class Location: ED 621
Course website: https://urcourses.uregina.ca/

Calendar Description
This course will introduce you to traditional and modern staffing topics. You will learn how to: conduct job analysis, comply with legal standards, recruit talent, evaluate and utilize screening and assessment tools, devise interview questions and conduct employment interviews, design and evaluate hiring systems, negotiate the job offer process, and improve applicant reactions to the hiring process. This course aims to teach you about the core theoretical and psychometric issues involved in staffing through the lens of both HR practitioners and scholars.

See academic calendar for prerequisites and exclusions.

Course Readings

*Older editions are acceptable. *EBook version is available on Nelsonbrain.com. Copy of textbooks are in the library.

Academic Readings: Will be posted on UR Courses.

https://doi.org/10.1016/j.hrmar.2018.02.009

https://doi.org/10.1016/j.hrmar.2009.02.003


Evaluation

Participation

Attendance and active participation are required in this course. Students are expected to bring a name tent and display it each lecture. Students will be evaluated on both their quantity and quality of participation. Attendance will be taken and participation will be evaluated each class.

Practical Assignments

Students will be assigned practical assignments that require application of material to world-like situations. For example, students may be required to conduct a job analysis for a specific job, design an employment equity program, develop a recruitment initiative, or design a selection program making reference to class materials and/or external sources. Assignments may be completed individually or in groups of up to 4 students.

Final Examination

The final exam is open-book and will require students to solve a cumulative staffing problem. Students will be provided a written staffing case and several questions relating to that case. The answer will require linking together knowledge from all parts of the course.

Final Grade Calculation

You will be evaluated using two grading schemes, one that emphasizes verbal performance and another that emphasizes written performance. Your final grade will be the higher of the two numbers. The purpose of this system is to ensure that all students are rewarded for their academic strengths.

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<tr>
<th>Component</th>
<th>Grading Scheme</th>
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<tr>
<td>Participation</td>
<td>30%</td>
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<tr>
<td>Practical Assignments</td>
<td>40%</td>
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<tr>
<td>Final Exam</td>
<td>30%</td>
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Faculty Biography

Justin Feeney received his PhD ('18) from the University of Western Ontario in industrial and organizational psychology, which focuses on how to leverage psychology to manage people in organizations. His research interests concern applying psychological principles from social, cognitive, and personality psychology to solve talent management problems. This includes measuring and reducing deception during pre-employment selection tests (e.g., resumes, personality, interviews), designing fairer and more motivating performance management practices, and improving applicant reactions to the hiring process. Justin’s research is funded by the Social Sciences and Humanities Research Council and the Department of National Defense. His work has been published in the *International Journal of Selection and Assessment*, *Journal of Personnel Psychology*, and *Personality and Individual Differences*. He also has applied experience working as a talent management consultant for 7 years and is currently working on applied research projects with the Canadian Armed Forces and iQmetrix.

Faculty of Business Administration Participant Pool

The Participant Pool provides students with the opportunity to participate in research studies to earn bonus credits that they can allocate toward eligible business classes (to a maximum of 2% per class).

Students can earn up to 2 marks for participating in research projects. These marks will be added to your final grade as long as you have passed the final exam AND passed the class. **Research credits will NOT be considered if a student has not passed the final exam or class on his or her own work.**

For more information about our participant pool and to sign up for the studies, please visit [https://www.uregina.ca/business/about-us/participants-pool.html](https://www.uregina.ca/business/about-us/participants-pool.html). From there go to Sona Systems. If you do not have an account, register using your U of R email as ID (this is important as the system will not work with any other email address!) **For example,** if your e-mail address is smith23k@uregina.ca you should enter smith23k as your User ID (the same User ID you use for URCourses). Please **always** use your UofR User ID whenever you contact the participant pool coordinator at business.participant.pool@uregina.ca.
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<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Due</th>
<th>Assigned Reading</th>
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<tbody>
<tr>
<td>Jan 6</td>
<td>Course Overview</td>
<td></td>
<td>Ployhart, Schmitt, &amp; Tippins (2017)</td>
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<td>Jan 13</td>
<td>Reliability and Validity</td>
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<td>Murphy &amp; Davidshofer (2005)</td>
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<td>Jan 20</td>
<td>Legal Issues</td>
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<td>Catano et al. (2019) – Chapter 3 Sask Human Rights Code Employment Equity Plan Template</td>
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<td>Feb 3</td>
<td>Performance Measurement</td>
<td></td>
<td>DeNisi &amp; Murphy (2017) Online PowerPoint Summary</td>
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<td>Feb 17</td>
<td>READING WEEK (NO CLASS)</td>
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<td>March 9</td>
<td>Interviewing</td>
<td>Practical Assignment #3</td>
<td>Levashina et al. (2014) Swider et al. (2016) OPM Interview Guide SHRM Interview Guide</td>
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<td>April 20</td>
<td>Final Exam</td>
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