**Final Project for Human Resource Management  
Personal Sustainability Teaching Mission Statement**

Infuse the sustainability concept and change management into human resource management practices.

**A Statement Connecting Stability to Your Discipline**

Engage students to rethink underlying values in current management practices and business process and their impacts on their personal life, society, economy, and environment. Inspire students to develop change action plan to champion the sustainability into business process and management practices.

The 3 P's model will be introduced to the students as a framework for rethinking the current human resource management practices and business processes.

**Map of sustainability outcomes to course learning outcomes:**

**Sustainability-Related Curriculum –** courses & sections incorporate sustainability as a distinct course component, module, or concentrate on a single sustainability principle, issue or outcome.

 Synthesize and communicate an understanding of social, economic, and environmental systems in the context of sustainability

 Explain how sustainable thinking and decision-making contribute to solutions for current and emerging social, environmental and economic crises.

## **Course Outcomes: BUS 221** is designed to provide an overview of technical and legal aspects of human resource management. This course explores current concepts, issues, and techniques in the areas of recruiting and selection, compensation and benefits, training and development, performance management, employee relations and evaluation of the effectiveness of the HRM system. The main focus of this course is to equip future managers and working individuals with practical knowledge and techniques to effectively manage human resource issues in a dynamic business environment.

**Sustainability Outcomes**

* Apply the 3 pillars of sustainability to evaluate the current human resources management practices and Issues.
* Inspire students to work in their profession in a sustainable manner.
* Increase  happiness in the workplace , a healthy work environment, and a high level of employee engagement by sustainable human resource management practices
* Identify an ongoing role the student will commit himself/herself to playing in the context of sustainability
  + Advocate
  + business partner,
  + facilitator, and /or change agent

**Instructional Strategies**

To infuse the sustainability in the human resource management course, I incorporated the concept throughout the course in a topical manner. In-class small group activities will be the key instructional strategy.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Topic | Instructional Objectives | Instructional Activities | Resources | Assessment | |
| Overview of Human Resource Management | Identify how consumption culture affect U.S. business management practices  Define corporate social responsibilities  Define sustainability | **Video guided learning discussion**  Student view the video clips first and have a small group discussion  The impact of consumption culture on business process and practices  Business ethics  From corporate citizenship behavior to Corporate Social Responsibilities  Sustainability Interactive Maps  Role of HR. | The story of Stuff  <http://www.youtube.com/watch?v=gLBE5QAYXp8>  Case Problem: What would you do?  Human Planet  <http://www.youtube.com/watch?v=2HiUMlOz4UQ>  Sustainability Interactive Maps  [www.ssfindex.com](http://www.ssfindex.com/) | participation | |
| Strategic Human Resource Planning | Incorporate the 3-P into the strategic planning plan | Paradigm Shift – Group activities  Challenges of infusing 3P in strategic human resource planning for an international company | Case Problem: Going to China | | Participation | |
| Hiring and Selection | Explore future job outlook  Define the sustainability job market  Explore the | Group Activities   1. Students search the green job postings and develop interview protocols to interview candidates 2. Students discuss the career and competency requirements for a sustainability Consultant 3. Student discuss the following hiring and selection practices and their impact on sustainability 4. Social media 5. Outsourcing 6. furlough | Greenjobs.net  Competencies for Sustainability Consultants | | participation | |
| Training and Career Development | Explore the sustainable career options | Group Activity  Students discuss how to build a sustainable career.   * The role of an employer * The role of an employees |  | |  | |
| Performance Management | Explore the performance management practices using 3P | Group Activities  We explore:   * how to use performance management system to foster sustainability practices * what performance management practices are not aligned with 3P | <http://www.sustainability-indices.com/sustainability-assessment/corporate-sustainability-assessment.jsp>  <http://www.sustainability-indices.com/dow-jones-sustainability-indices/index.jsp> | |  | |
| Compensation | Explore the compensation practices using 3P | Group Activity  We explore   * what reward systems supporting 3P * how to implement these 3P friendly reward systems |  | |  | |
| Employee Relations | Explore the employees rights and employer responsibilities in the context of sustainability | Group Activities  The students assess what labor laws are aligned with 3P and what are not. |  | |  | |