Integrated Cases in HR

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This class will build on what you have already learned in your HR 3620 class. In general we will do one case each week in some detail while linking this case to some fundamental function of HR for the organization. I am expecting you to fully participate in class and will note each class’s participants toward you final grade (see below for grading).

The purpose of your active involvement in each week’s discussion is to solve goal related issues that are addressed by appropriate HR processes. In order to do this new ways of seeing an organization’s problems must be developed and new solutions must be crafted using HR specific processes within HR functions.

The cases that we will be using are found at this web address:

Course link: http://cb.hbsp.harvard.edu/cb/access/7798344

You should only download the specific case that I have told you we will be using for the following week . Read the case carefully. These cases are not fiction. They are, in fact, real situations that need specific thought, discussion, and solutions. Most importantly to this process is careful understanding of the background, and then a complete understanding/statement of the problem. This requires clear, unbiased thinking. Clear problem statement leads to more accurate solutions. I will gather up your problem statements for your case for grading at the beginning of each class (keep a copy for yourself). I respond favorably to careful, thoughtful discussion. NOT unfounded opinions, your personal biases, backgrounds, history, etc.

Cases are done by teams of 2. You will pick your own team-mate.

The grading for the class will be:

1. Your case presentations.
2. Your contributions to the class discussion of other cases presented.
3. Note, if you are absent you will not be contributing to the class and will get a 0 for the day.

CASES FOR CLASS. Exceptions with my OK. These are not in chronological order.

1.Case of the Religious Network

2. Southwest Air (A) HR-1A-PDF-ENG (Stanford Business School, but available though Harvard.)

3.Ritz-Carlton Hotel Co. Sucher and McManus. #60163-PDF-ENG

4.Warner Cable (A) Sonnefeld, Peiperi. #489092-PDF-ENG

5.JetBlue: Starting from Scratch (Gitell, Reilly) #801354

6. Human Resources at the AES Corp: The case of the missing department (Pfeffer ) #HR3-PDF-ENG.

7. Barbara Norris: Leading Change in the General Surgery Unit. (Groysberg, Nohria, Bell) # 409090.

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