

Claremont Graduate University

School of Behavioral and Organizational Sciences

Master of Science in Human Resources Design

Educating Human Resources Professionals to Become Organizational Strategic Partners

HRD 322 Financial Analysis for Human Resources

Monday 7:00 – 9:50 pm

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Course Description

Covers the essential business functions within which the human resources program operates, such as accounting, finance, budgeting, cost-benefit analysis, etc. (This course may be substituted for an appropriate course in Management or waived on the basis of equivalent previous coursework or experience.)

Texts

Easton, Wild, Halsey & McAnally, *Financial Accounting for MBAs*, Fourth Edition (Cambridge Business Publishers, 2010) ISBN 978-1-934319-34-5



Calculator

You should purchase a ***financial*** calculator for the class. A Hewlett Packard 10BII is highly recommended. The instructor will use this calculator to solve exercises and problems in class. It is available through any of the office supply or discount stores.



Grading

Your course grade will be determined as follows:

Homework	21%
Class Participation	14
Final Examination	33
Case Project	<u>32</u>
Total	<u>100%</u>



Homework

All homework is due on the date assigned. No late homework will be accepted. If you cannot make class, you should email or otherwise deliver the homework to me before the end of class. All homework should be computer generated. No exceptions. Some assignments might be better prepared using Excel.

Class Participation

You are expected to attend every class both mentally and physically. Discussion and lecture are important learning tools. If you will miss a class, please notify me as soon as possible before the class.



Final Examination



One exam will be administered. It will consist of multiple choice and/or matching questions. Please bring a pencil, eraser and calculator.

Case Project

The Case Project should be based on one of seven cases available through www.study.net. They are

- General Mills, Inc. – Understanding Financial Statements
- Molson Coors Brewing Company – Profitability and Earnings Persistence
- Johnson & Johnson – Retirement Obligations
- Xilinx, Inc. – Stock-based Compensation
- General Mills, Inc. – Analyzing Financial Performance (Traditional Multiplicative DuPont Model)
- General Mills, Inc. – Analyzing Financial Performance (Return on Operating Assets Additive DuPont Model)
- Kohl's Corporation and Dillard's, Inc. – Financial Statement Analysis



The case(s) can be downloaded for a \$4 fee per case by accessing the website and registering for free. Then enter the school name (Claremont Graduate University) and course name (HRD 322 Financial Analysis for Human Resources) and selecting which case(s) you want to order and paying by credit or debit card. The cases come from the casebook Engel, Hirst & McAnally, *Cases in Financial Reporting*, Sixth Edition (Cambridge Business Publishers, 2009) ISBN 978-1-934319-19-2. You can work on the project during the course and you may use whatever other sources you believe necessary (Internet, library, financial databanks, etc.). However, the entire project is due and should be turned in on the last day of class. You may turn in either a hard paper copy or a CD or email the project to me with return receipt requested. Please use 14-point Arial font double-spaced with reasonable margins. Superior case write-ups are usually 10-20 pages in length, not including exhibits, graphs, title page, footnotes, etc.

Date	Topic	Assignment
Aug 31	Introduction to class Financial Accounting for MBAs	Read Module 1 including Appendices 1A & 1B Do E1-27 in class
Sept 14	Introducing Financial Statements and Transaction Analysis	Turn in E1-30, E1-31, E1-32 & P1-35 Read Module 2 including Appendix 2A Do M2-19, M2-20, M2-22 & M2-26 in class
21	Analyzing and Interpreting Financial Statements	Turn in E2-27, E2-30, E2-29 (You should do these in the order listed) & E2-35 Read Module 4 including Appendices 4B & 4C Do M4-15, M4-16 & M4-17 in class
28	Reporting and Analyzing Operating Assets	Turn in E4-25, E4-31, P4-39 (Requirements a, b, c, e & g only) Read Module 6 Do M6-12, M6-15, M6-16 & M6-19 in class
Oct 5	Reporting and Analyzing Nonowner Financing	Turn in E6-27, E 6-33 & E6-36 Read Module 8 including Appendix 8A & HP10BII Calculator Worksheet Bring calculator to class Do M8-19, M8-20 & E8-34 in class
12	Reporting and Analyzing Owner Financing	Turn in M8-9, M8-10 & E8-28 Read Module 9 Do M9-19, M9-21, M9-25 & M9-26 in class
19	<i>Final Exam (Open book & notes)</i>	Turn in E9-34, E9-35, E9-41 & P9-56 Case Project Due All Chapters and Materials covered

