

Rutgers University

School of Management and Labor Relations (SMLR)

Human Resources in Tech

Summer II 2026 | Online Asynchronous Course

Instructor: Dr. Adria Scharf

Format: Fully Online (Canvas)

Dates: July 6 – August 12, 2026

Course Overview

Technology is transforming nearly every industry—and with it, the world of work. This course explores how Human Resource professionals navigate the fast-changing realities of high-tech sectors, including rapid innovation, remote and hybrid work, AI-driven change, workplace culture, and questions of bias.

Through case studies, articles, videos, discussions, and applied assignments, students will examine how companies recruit, retain, compensate, and manage workers in technology-driven environments. The course combines practical HR knowledge with broader critical discussions about the future of work and the growing influence of technology across industries.

By the end of the course, students will be able to analyze real-world HR challenges in tech, evaluate organizational strategies, and apply course concepts to emerging workplace trends.

Instructor Information

Professor: Dr. Adria Scharf

Email: adria.scharf@rutgers.edu

Communication: Canvas Inbox or email

Office Hours: By appointment (students are encouraged to reach out anytime with questions or ideas)

Course Learning Objectives

By the end of the course, students will be able to:

- Understand the unique HR challenges and opportunities within high-tech sectors
- Analyze how companies approach recruitment, retention, compensation, and workforce development in technology-driven environments
- Evaluate the impact of remote work, hybrid work, automation, AI, and global talent competition

- Examine issues of inequality, bias, and inclusion within tech workplaces
 - Apply HR concepts to real-world organizational cases and emerging workplace trends
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SMLR Learning Objectives

This course contributes to the broader learning goals of the School of Management and Labor Relations by helping students:

- Demonstrate understanding of relevant theories and apply them to workplace situations
 - Analyze and synthesize information from multiple sources
 - Present ideas and arguments clearly and effectively
 - Examine how race, gender, class, and other forms of difference shape experiences of work
 - Use social scientific reasoning, evidence, and analysis to study workplace issues
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Course Materials

- Weekly readings, videos, podcasts, and lecture materials will be posted on Canvas
 - No textbook purchase is required
 - A small number of case studies may be assigned
Total cost will not exceed \$30
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Course Format & Expectations

This course is fully asynchronous, meaning there are no required live class meetings. Students may complete coursework on their own schedules each week.

However:

- Weekly deadlines must still be met
- Students are expected to actively engage with course materials and discussions
- Regular participation is essential to success in the course

Each weekly module includes:

- Topic Introduction
- Reflection Questions
- Readings & Multimedia Materials
- Lecture Content

- Discussions & Assignments

Assignments & Grading

Assignment	Percentage
Discussions	25%
Reflection Journal	15%
Mid-Course Quiz	15%
Final Exam	20%
Final Project Presentation	25%

Assignment Descriptions

Discussions (25%)

Students will participate in weekly online discussions connected to course readings, videos, and case studies. Thoughtful engagement with classmates is encouraged.

Reflection Journal (15%)

Students will complete short weekly reflections connecting course concepts to current workplace trends, personal observations, or case materials.

Mid-Course Quiz (15%) & Final Exam (20%)

Assessments may include:

- Multiple choice questions
- Fill-in-the-blank questions
- Short written responses
- Applied analysis questions

Final Project Presentation (25%)

Students will select an HR-related issue connected to technology or the tech sector and create a short presentation (slides plus recorded audio/video).

Projects should include:

- Application of course concepts and readings
- Analysis of a real company, workplace issue, or emerging trend

- Critical reflection and evidence-based argument
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Weekly Course Schedule

Week 1

Defining “High-Tech” & The Future of Work

- What counts as “tech” today?
 - Technology and workplace transformation
 - Discussion: *Tech and the Future of Work*
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Week 2

Talent Recruitment, Retention & Hybrid Work

- Competition for talent in tech sectors
 - Reskilling and workforce development
 - Remote and hybrid work models
 - Case Study: *SolidTech Innovations*
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Week 3

Compensation, Workplace Culture & Tech Management

- Compensation systems in tech firms
- Innovation culture and employee engagement
- Case Study: *Google*
- Discussion: *Culture at Google*

Mid-Course Quiz

Week 4

HR Across Emerging Tech Sectors

- HealthTech
- FinTech
- Managing rapid organizational growth

- Discussion: *HR in Contexts of Exponential Growth*
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Week 5

Bias, Inclusion & Hidden Labor in Tech

- Diversity and inclusion challenges in tech
- Bias in hiring and promotion systems
- “Hidden workers” and overlooked labor
- Discussion: *Bias and Inclusion in Silicon Valley*

Reflection Journal Due

Week 6

Final Presentations & The Future of HR in Tech

- Student project presentations shared with class (slides + audio or video recording)

Final Exam

AI Policy

All work submitted for this course must be your own.

Do not use generative AI tools to generate text for discussion posts or assignments. Always read the actual original text of the assigned material.

You are permitted to use AI tools only for spellcheck and grammar.

The important thing is that you produce the ideas, and make your own connections, after engaging in course content. Generate your discussion posts and assignment text yourself, without consulting AI. AI is for spellcheck and grammar only.

If you have any questions about what constitutes academic integrity in this course please contact the professor.