

HRMT – HUMAN RESOURCES

HRMT 200

Management of Human Resources

3 Credits Weekly (3-0-0)

Students explore the role of human resources management in contemporary organizations and identify effective practices to hire, retain and develop employees. Students identify the interrelationships between the functional areas of human resources management including planning, recruitment, selection, training and development, performance management, total compensation, workplace health and safety, and employee and labour relations. Students examine key legislation relevant to human resources management and apply their knowledge to current and emerging workplace challenges.

HRMT 212

Employee Relations

3 Credits Weekly (3-0-0)

Students examine the strategic importance of employee relations practices in Canada, and the effects of these practices on other human resources management systems. Students explore the factors which shape the on-going employment relationship, types of workplace disputes and dispute resolution processes, and current trends and issues in Canadian employee relations.

Prerequisites: HRMT 200.

HRMT 214

Recruitment & Selection

3 Credits Weekly (3-0-0)

Students identify the critical function of employee recruitment and selection and examine strategies and tools used by organizations to find, assess and hire or promote employees. Issues of determining and balancing an organization's strategic needs with legal requirements such as employment equity and diversity are explored. Students also develop their selection interviewing skills, investigate emerging issues and trends, and apply their knowledge of recruitment and selection to the design of a staffing plan. Students can only receive credit in one of HRMT 145 or HRMT 314 or HRMT 214.

Prerequisites: HRMT 200.

HRMT 216

Total Compensation Management

3 Credits Weekly (3-0-0)

Students explore compensation as a strategic tool for improving organizational effectiveness and for helping to attract, retain and motivate staff. Students analyze the factors which shape and influence pay practices within an organization, and identify processes and techniques involved in establishing appropriate compensation levels. Students apply their knowledge in the critique or design of elements of an organization's direct compensation program, including the integrated use pay for performance compensation plans, to ensure alignment with an organization's human resources strategy. Students explore the use of benefit and retirement income plans as integral and strategic parts of an organization's total compensation plan. Students develop their understanding of the scope and details of these plans and situate their components within organizational, social, legal, and workforce contexts. Students can only receive credit in one of HRMT 131 or HRMT 316 or HRMT 216.

Prerequisites: HRMT 200.

HRMT 312

Labour Relations

3 Credits Weekly (3-0-0)

Students examine the strategic importance of labour relations practices in Canada, and the effects of these practices on other human resources management systems. Students describe the impact of unions on the workplace and explore the factors which shape the on-going employment relationship, including the role and structure of labour unions, the certification and collective bargaining processes, and current trends and issues in Canadian industrial relations. Note: Students can only receive credit in one of HRMT 151 or HRMT 412 or HRMT 312.

Prerequisites: HRMT 212.

HRMT 315

Health, Safety & Wellness

3 Credits Weekly (3-0-0)

Students explore the Canadian workplace health, safety and wellness environment and identify the shared employer and employee responsibilities for the provision of safe and healthy workplaces. Students individually and in teams examine a variety of workplace health and safety initiatives in light of current research and trends in the field. Students apply their knowledge to the critique or development of health, safety or wellness policies or interventions which address employee and organizational needs. Note: Students can only receive credit for one of HRMT 275 or HRMT 475 or HRMT 315.

Prerequisites: HRMT 200.

HRMT 318

Learning & Development

3 Credits Weekly (3-0-0)

Students identify theories and strategies which support employee learning and development and they apply this knowledge to the creation of training and development initiatives aligned with an organization's strategic priorities. Students explore how employee learning and development needs are determined, examine appropriate delivery methods and technologies, integrate strategies for the transfer of learning to the workplace, and design useful measures of learning and development success. Note: Students can only receive credit in one of HRMT 160 or HRMT 318.

Prerequisites: HRMT 200.

HRMT 430

HR Analytics & Program Evaluation

3 Credits Weekly (3-0-0)

Students explore issues and methods for the collection, analysis, and reporting of data pertaining to an organization's workforce and operation of HR Programs. Individually and in groups, students develop and demonstrate skills and knowledge that enable them to design, develop, and complete an evaluation of an HR program. This includes use of statistical and logical methods for determining the impact and efficiency of a program towards an objective. Students learn methods and styles that meaningfully inform leaders, workers, and other stakeholders about workforce metrics and program evaluation findings.

Prerequisites: Successful completion of a minimum of six credits in 300 or 400-level HRMT (p. 1) courses.

HRMT 450**Strategic Human Resources Management****3 Credits Weekly (3-0-0)**

Students develop an integrated knowledge of the impact of human resources management practices on organizational outcomes and performance. Students research, analyze, evaluate and develop strategic responses to a variety of current and emerging HR topics. Note: Credit can be obtained in only one HRMT 295 or HRMT 450.

Prerequisites: Successful completion of a minimum 6 credits in 300 or 400-level HRMT (p. 1) courses.

HRMT 497**Special Topics in Human Resource Management****3 Credits Weekly (0-0-3)**

This course involves reading, discussing and critically evaluating current research and/or practices on specialized topics of interest to senior students in the Bachelor of Commerce. Topics covered vary with the interests of students and faculty and may include an applied field research component in business, government or community. Students should consult with faculty members in the Department of Organizational Behaviour, HRM & Management for details regarding current offerings. This course can be taken twice for credit.

Prerequisites: Minimum of C- in one 300 level HRMT (p. 1) course and consent of the department chair or designate.

HRMT 498**Independent Research Study in Human Resource Management****3 Credits Weekly (0-0-3)**

This course is designed to provide students with the skills and knowledge to determine the information necessary to address an identified research problem (basic or applied), and using this understanding, to develop an actionable research proposal. In this process, the students will gain an understanding of relevant approaches and elements of undertaking a research inquiry specifically to provide insights to solving a relevant problem. They will develop competencies and skills required to carry out such an inquiry including: defining research questions; setting appropriate research objectives; study design that incorporates research objectives; secondary and primary data collection and instruments; sampling and analysis methods; and effective reporting of results; as well as the importance of ethical conduct in conducting research in varying business contexts. Note: This course can be taken twice for credit.

HRMT 499**Honours Thesis - Human Resources Management****3 Credits Total (0-0-45)**

Under the direction of a faculty member, students conduct a research project on an approved topic related to their major culminating in an honours thesis. Students then present and defend their thesis in a public forum. Restricted to Bachelor of Commerce Honours students.

Prerequisites: BUSN 396, BUSN 397 and BUSN 496.