

**SAULT COLLEGE OF APPLIED ARTS AND TECHNOLOGY  
NORTHERN ONTARIO HOSPITALITY AND TOURISM INSTITUTE**

**SAULT STE. MARIE, ONTARIO**



Sault College

**COURSE OUTLINE**

**COURSE TITLE:** HUMAN RESOURCE MANAGEMENT – Level 1  
**CODE NO. :** HMG 235 **SEMESTER:** 3  
**PROGRAM:** RESORT OPERATIONS PROGRAM  
**AUTHOR:** PROFESSOR DERON B. TETT  
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**DATE:** 05/05 **PREVIOUS OUTLINE DATED:** 05/04  
**APPROVED:**  
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**DEAN** **DATE**  
**TOTAL CREDITS:** 3  
**PREREQUISITE(S):** RES 122  
**HOURS/WEEK:** 3

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For additional information, please contact Rick Wing, Dean  
The School of Hospitality*

## **I. COURSE DESCRIPTION:**

This course will provide students with a basic foundation of human resource knowledge and skills to successfully manage people in an entry-level management position. The students will examine various theories and functions of management to determine the essential skills they need to develop in order to be successful in their careers. The instructor will place particular emphasis on developing student interpersonal, teamwork and diplomacy skills. Further emphasis is placed on the importance of policies, procedures, and standardization.

## **II. LEARNING OUTCOMES AND ELEMENTS OF THE PERFORMANCE:**

Upon successful completion of this course, the student will demonstrate the ability to:

1. Apply human resources and leadership knowledge and skills.

### Potential Elements of the Performance:

- Discuss the role of the supervisor
- List the required competencies of an effective manager
- Discuss the main theories of people management
- Examine the paradigm shift from Scientific Management to Total Quality Management (T.Q.M.)
- Explain the different leadership styles and behaviours

This learning outcome will constitute approximately 25% of the final mark.

2. Identify and explain the primary functions of management.

### Potential Elements of the Performance:

- Explain the importance of a positive work culture
- Outline management approaches to problem solving and decision making
- Outline the basic organizing concepts
- Explain the methods of delegation
- Explain and apply the main principles of effective communication

This learning outcome will constitute approximately 35% of the final mark.

3. Apply human resources and leadership knowledge and skills to enhance performance as an employee and team member, and to contribute to the management of a hospitality enterprise.

Potential Elements of the Performance:

- Identify unique characteristics of management techniques for a service industry and assess the application of management principles in a variety of hospitality environments
- Assess strategies for promoting positive management/employee relations, including methods of performance assessment and constructive approaches to corrective action
- Assess human resources procedures for the management of recruitment, selection, hiring, and dismissal of employees

This learning outcome will constitute approximately 25% of the final mark.

4. Perform effectively as a member of a hospitality work team.

Potential Elements of the Performance:

- Discuss the importance of liaising with other members of a hospitality organization to assist in the planning and delivery of service functions
- Outline strategies for monitoring and controlling costs
- Apply leadership and supervisory techniques to different hospitality scenarios

This learning outcome will constitute approximately 10% of the final mark.

5. Develop ongoing personal professional development strategies and plans to enhance leadership and management skills for the hospitality environment.

Potential Elements of the Performance:

- Solicit and use constructive feedback in the evaluation of his/her knowledge and skills
- Identify various methods of increasing professional knowledge and skills
- Apply principles of time management and meet deadlines
- Recognize the importance of the guest, the server-guest relationship, and the principles of good service

This learning outcome will constitute approximately 5% of the final mark.

**III. TOPICS:**

Note: These topics sometimes overlap several areas of skill development and are not necessarily intended to be explored in isolated learning units or in the order below.

- The role of the supervisor
- Competencies of managers
- The primary functions of management
- People management theories
- Leadership styles
- Effective communication
- Planning and time management
- Creating a positive work culture
- Designing and implementing controls
- Problem solving and decision making
- Organizing and delegating
- Recruitment and selection
- Performance appraisals

**IV. REQUIRED RESOURCES/TEXTS/MATERIALS:**

Robbins, Stephen, et al, Supervision in Canada Today. 3rd ed. Prentice Hall, Toronto, 2002.

**V. EVALUATION PROCESS/GRADING SYSTEM:**

The following semester grades will be assigned to students in postsecondary courses:

<u>Grade</u>	<u>Definition</u>	<u>Grade Point Equivalent</u>
A+	90 - 100%	4.00
A	80 - 89%	4.00
B	70 - 79%	3.00
C	60 - 69%	2.00
D	50 - 59%	1.00
F (Fail)	49% or below	0.00
CR (Credit)	Credit for diploma requirements has been awarded.	
S	Satisfactory achievement in field placement or non-graded subject areas.	
U	Unsatisfactory achievement in field placement or non-graded subject areas.	
X	A temporary grade. This is used in limited situations with extenuating circumstances giving a student additional time to complete the requirements for a course (see <i>Policies &amp; Procedures Manual – Deferred Grades and Make-up</i> ).	
NR	Grade not reported to Registrar's office. This is used to facilitate transcript preparation when, for extenuating circumstances, it has not been possible for the faculty member to report grades.	

**Professor's Evaluation**

<b>Tests</b>	<b>70%</b>
<b>Projects / Assignments</b>	<b>20%</b>
<b>Student professionalism (Dress code, attendance, conduct)</b>	<b>10%</b>
	—
<b>Total</b>	<b>100%</b>

**ASSIGNMENTS:**

Since one of our goals is to assist students in the development of proper business habits, assignments will be treated as reports one would provide to an employer, i.e. in a timely and businesslike manner. Therefore, assignments will be due at the beginning of class and will be 100% complete. All work is to be word processed, properly formatted, assembled and stapled prior to handing in. No extension will be given unless a valid reason is provided and agreed to by the professor in advance.

**TESTS:**

If a student is not able to write a test because of illness or a legitimate emergency, that student must contact the professor prior to the test or as soon as possible and provide an explanation which is acceptable to the professor. In cases where the student has contacted the professor and where the reason is not classified as an emergency, i.e. slept in, forgot, etc., the highest achievable grade is a "C". In cases where the student has not contacted the professor, the student will receive a mark of "0" on that test.

**VI. SPECIAL NOTES:**

Dress Code

All students are required to wear their uniforms while in the hospitality and tourism institute, both in and out of the classroom. For further details, please read the Hospitality Centre dress code.

Special Needs:

If you are a student with special needs (e.g. physical limitations, visual impairments, hearing impairments, or learning disabilities), you are encouraged to discuss required accommodations with your instructor and/or the Special Needs office. Visit Room E1204 or call Extension 493, 717, or 491 so that support services can be arranged for you.

Retention of course outlines:

It is the responsibility of the student to retain all course outlines for possible future use in acquiring advanced standing at other postsecondary institutions.

Disclaimer for meeting the needs of learners:

The Professor reserves the right to change the information contained in this course outline depending on the needs of the learner and the availability of resources.

Substitute course information is available in the Registrar's Office

Plagiarism:

Students should refer to the definition of “academic dishonesty” in *Student Rights and Responsibilities*. Students who engage in “academic dishonesty” will receive an automatic failure for that submission and/or such other penalty, up to and including expulsion from the course/program, as may be decided by the professor/dean. In order to protect students from inadvertent plagiarism, to protect the copyright of the material referenced, and to credit the author of the material, it is the policy of the department to employ a documentation format for referencing source material.

Course outline amendments:

The Professor reserves the right to change the information contained in this course outline depending on the needs of the learner and the availability of resources.

**VII. PRIOR LEARNING ASSESSMENT:**

Students who wish to apply for advanced credit in the course should consult the professor. Credit for prior learning will be given upon successful completion of a challenge exam or portfolio.

**VIII. DIRECT CREDIT TRANSFERS:**

Students who wish to apply for direct credit transfer (advanced standing) should obtain a direct credit transfer form from the Dean's secretary. Students will be required to provide a transcript and course outline related to the course in question.