



COURSE OUTLINE: HRM202 - PRINCIPLES OF HR MGT

Prepared: Erica Peres

Approved: Martha Irwin, Dean, Business and Information Technology

Course Code: Title	HRM202: PRINCIPLES OF HUMAN RESOURCES MANAGEMENT
Program Number: Name	2041: BUSINESS - H.R.
Department:	BUSINESS/ACCOUNTING PROGRAMS
Academic Year:	2024-2025
Course Description:	This course offers an introduction to the role and responsibilities of HR professionals in different organizational settings and how to execute best practices from the seat of the HR practitioner. Topics include, human resource strategy and planning, employee recruitment and selection frameworks, training and development programs, compensation and benefits, workplace health and safety, performance management, employee and labour relations, and relevant employment legislation.
Total Credits:	3
Hours/Week:	3
Total Hours:	42
Prerequisites:	There are no pre-requisites for this course.
Corequisites:	There are no co-requisites for this course.
Vocational Learning Outcomes (VLO's) addressed in this course:	<p>2041 - BUSINESS - H.R.</p> <p>VLO 1 participate in the recruitment, selection, and retention of employees</p> <p>VLO 4 contribute to an organization's success through effective employee relations</p> <p>VLO 6 participate in organizational health and safety policies and practices</p> <p>VLO 7 apply current and emerging information technologies to support the human resources function</p> <p>VLO 12 assist in the collection and analysis of human resources data</p>
Essential Employability Skills (EES) addressed in this course:	<p>EES 1 Communicate clearly, concisely and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of the audience.</p> <p>EES 2 Respond to written, spoken, or visual messages in a manner that ensures effective communication.</p> <p>EES 4 Apply a systematic approach to solve problems.</p> <p>EES 5 Use a variety of thinking skills to anticipate and solve problems.</p> <p>EES 7 Analyze, evaluate, and apply relevant information from a variety of sources.</p> <p>EES 8 Show respect for the diverse opinions, values, belief systems, and contributions of others.</p> <p>EES 9 Interact with others in groups or teams that contribute to effective working relationships and the achievement of goals.</p> <p>EES 10 Manage the use of time and other resources to complete projects.</p>



EES 11 Take responsibility for ones own actions, decisions, and consequences.

Course Evaluation:

Passing Grade: 50%,

A minimum program GPA of 2.0 or higher where program specific standards exist is required for graduation.

Books and Required Resources:

Canadian Human Resource Management by Schwind, Uggersleve, Wagar, Fassina, Bulma
Publisher: McGraw Hill Edition: 13th
ISBN: 978126088143

Course Outcomes and Learning Objectives:

Course Outcome 1	Learning Objectives for Course Outcome 1
Analyze the role of the Human Resources function as a strategic partner to the organization.	1.1 Define key terms, theories, concepts and practices within the field of human resources management. 1.2 Identify the human resources needs within an organization, and determine how HRM practices support or deter organizational opportunities and challenges. 1.3 Assess organizational problems and make sound HRM decisions to align employee and group behaviours with desired outcomes. 1.4 Identify strategies to promote the development of the human resources field. 1.5 Understand the legal framework in Canada as it applies to employment practices and evaluate the influence of human rights legislation on a variety of human resource activities.
Course Outcome 2	Learning Objectives for Course Outcome 2
Evaluate and compare various strategies for recruitment and selection of human capital.	2.1 Identify recruitment methods and constraints on the recruitment process. 2.2 Identify the steps in the selection of human resources, from needs assessment to final offer. 2.3 Understand the role of the recruiter and their relationship with the hiring manager. 2.4 Examine the interview process and key practices to assess talent. 2.5 Create policy and procedure documents in a clear and an understandable manner, utilizing industry best practices.
Course Outcome 3	Learning Objectives for Course Outcome 3
Assess the role of training and development in an organization.	3.1 Describe the impacts of training and development on an organization`s long-term strategy. 3.2 Explain different approaches to training needs analysis in designing training and development programs. 3.3 Review major learning principles associated with various training methods. 3.4 Assess and evaluate the results of a training and development program.
Course Outcome 4	Learning Objectives for Course Outcome 4
Make recommendations to align the performance	4.1 Understand the different approaches to performance management, and the reliability and validity of each.



	management program with the organization's strategic goals and direction.	4.2 Discuss performance management processes and corresponding documentation, and how to successfully execute a program. 4.3 Identify strategies to improve individual employee communication including appropriate follow-up and related means of communication. 4.4 Examine strategies used to communicate performance management processes to all organizational levels.
	Course Outcome 5	Learning Objectives for Course Outcome 5
	Understand organizational compensation plans and strategies.	5.1 Learn different approaches to compensation across various organizations. 5.2 Identify the different components of a compensation strategy and how each supports desired organizational behaviours and goals. 5.3 Examine compensation issues and their impacts. 5.4 Review compensation practices and policies to support the successful execution of the overall compensation strategy.

Evaluation Process and Grading System:

Evaluation Type	Evaluation Weight
Final Assignment	25%
Group Project and Report	25%
Midterm Assignment	20%
Reflection	10%
Weekly Discussions	20%

Date:

May 17, 2024

Addendum:

Please refer to the course outline addendum on the Learning Management System for further information.

