COURSE OUTLINE: HRM202 - PRINCIPLES OF HR MGT

Prepared: School of Business
Approved: Bob Chapman - Dean

Course Code: Title	HRM202: PRINCPLES OF HUMAN RESOURCES MANAGEMENT
Program Number: Name	2035: BUSINESS 2037: BUSINESS FUNDAMENTAL 2041: BUSINESS - H.R. 2050: BUSINESS -ACCOUNTING 2057: BUSINESS - MARKETING 2073: SPORTS ADMIN.
Department:	BUSINESS/ACCOUNTING PROGRAMS
Academic Year:	2025-2026
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: **Please refer to program web page for a complete listing of program outcomes where applicable.**	**2035 - BUSINESS** VLO 1 Identify and discuss the impact of global issues on an organization's business opportunities by using an environmental scan. VLO 4 Apply basic research skills to support business decision making. VLO 6 Perform work in compliance with relevant statutes, regulations and business practices. VLO 7 Explain the role of the human resource function and its impact on an organization. VLO 12 Develop strategies for ongoing personal and professional development to enhance work performance in the business field. **2037 - BUSINESS FUNDAMENTAL** VLO 2 Explain the impact of corporate sustainability, corporate social responsibility and ethics on an organization`s business initiatives. VLO 4 Apply basic research skills to support business decision making. VLO 7 Develop strategies for ongoing personal and professional development to enhance work performance.

SAULT COLLEGE | 443 NORTHERN AVENUE | SAULT STE. MARIE, ON P6B 4J3, CANADA | 705-759-2554

2041 - BUSINESS - H.R.

VLO 1   participate in the recruitment, selection, and retention of employees

VLO 4   contribute to an organization's success through effective employee relations

VLO 6   participate in organizational health and safety policies and practices

VLO 7   apply current and emerging information technologies to support the human resources function

VLO 12   assist in the collection and analysis of human resources data

2050 - BUSINESS -ACCOUNTING

VLO 5   Analyze organizational structures, the interdependence of functional areas, and the impact those relationships can have on financial performance.

VLO 6   Analyze, within a Canadian context, the impact of economic variables, legislation, ethics, technological advances and the environment on an organization's operations.

2057 - BUSINESS - MARKETING

VLO 10   develop strategies with clients, customers*, consumers*, co-workers, supervisors, and others to maintain and grow working relationships

VLO 11   develop learning and development strategies to enhance professional growth in the field

VLO 13   operate within a framework of organizational policies and practices, when conducting business of the organization

2073 - SPORTS ADMIN.

VLO 5   Apply leadership strategies and best practices to effectively manage personnel and accomplish organizational goals.

Essential Employability Skills (EES) addressed in this course:		
	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.
	EES 2	Respond to written, spoken, or visual messages in a manner that ensures effective communication.
	EES 4	Apply a systematic approach to solve problems.
	EES 5	Use a variety of thinking skills to anticipate and solve problems.
	EES 7	Analyze, evaluate, and apply relevant information from a variety of sources.
	EES 8	Show respect for the diverse opinions, values, belief systems, and contributions of others.
	EES 9	Interact with others in groups or teams that contribute to effective working relationships and the achievement of goals.
	EES 10	Manage the use of time and other resources to complete projects.
	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: 14th ISBN: 9781264705252 Ebook with Connect: 9781264699612

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 management program with the organization`s strategic goals and direction.	4.1 Understand the different approaches to performance management, and the reliability and validity of each. 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.
	Course Outcome 6	**Learning Objectives for Course Outcome 6**
	Describe health and safety issues in the workplace.	6.1 Describe Canadian laws relating to occupational health and safety. 6.2 Discuss traditional thinking with respect to occupational health and safety issues. 6.3 Identify responsibilities of the employer and employee regarding health and safety issues. 6.4 Discuss the impact of employee stress on the workplace. 6.5 Identify the relationship between health and safety issues and human resource management.

Evaluation Process and Grading System:

Evaluation Type	Evaluation Weight
Group Research Report	20%
Participation & Feedback	10%
Reflection	20%
Test 1	25%
Test 2	25%

Date: August 14, 2025

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