

HRM 100, Introduction to Human Resource Management

3 credits, 3 hours lecture

Course Description

The complex and strategically important field of Human Resource Management (HRM) is surveyed, providing a comprehensive understanding of the HRM function and its place in the contemporary organization. The course also provides a base of practical knowledge about topics such as employment equity, recruitment and selection, job analysis, compensation, benefits administration, performance appraisal, health and safety administration and employment law.

Pre and Co-requisites

None

Course Learning Outcomes (CLOs)

Upon successful completion of the course, the student shall be able to:

CLO1 Apply the numerous HR functions to current business issues.

CLO2 Identify the value of Recruitment, Selection, Training, Labour Relations, and the Canadian legal context in which these functions exist and use the various ways to create and recommend solutions for business.

CLO3 Translate Canadian Employment laws and how they impact the noted functions, then be able to build applicable HR Policies where strategically appropriate.

CLO4 Explain the value of Strategic Compensation, Performance Management, and HR Planning systems and the different competitive strategies they support then build methodologies for alignment.

CLO5 Recognize the different HR functions to build and recommend successful HR strategies that support organizational goals.

Evaluation

Assessment Type	Percentage
Projects/Assignments	5%
Quizzes/Tests	95%
Total	100%

Course Completion Requirements

Minimum passing mark of 50% or D is required.

Grading Scale

4.0 Grade Scale	Alpha Grade	Percentage Grade
4.0	A+	93-100
4.0	A	85-92.9
3.7	A-	80-84.9
3.3	B+	77-79.9
3.0	B	74-76.9
2.7	B-	70-73.9
2.3	C+	67-69.9
2.0	C	64-66.9
1.7	C-	60-63.9
1.3	D+	55-59.9
1.0	*D	50-54.9
0.0	F	0-49.9

Land Acknowledgement

We respectfully acknowledge that Keyano College is on Treaty No. 8 Territory, the ancestral and traditional territory of the Cree, Dene, and Métis people.

Review Date: March 4, 2024

Every effort has been made to ensure that information in this course outline is accurate at the time of publication. Keyano College reserves the right to change courses if it becomes necessary so that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.

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