(HRES 2120) Strategic Human Resource Management

Course Description

The course provides students with an awareness of federal and provincial legislation as well as current challenges in strategic human resource management. Students are introduced to the employee lifecycle from recruitment, selection, training, and termination. Human resource management is introduced to students as a tool to create an engaging company culture with effective leadership.

Learning Objectives

By the end of this course, students will be able to:

- Analyze how human resource management (HRM) relates to the management process and the legal context of the business.
- Identify the steps involved in job analysis.
- Explain the recruitment and selection processes in an organization.
- Explain onboarding, training, and performance management.
- Explain the concept of pay equity and how organizations can address inequity.
- Explain how to use different incentives for different groups of employees.
- Describe the strategic role of employee benefits.
- Mitigate voluntary and involuntary employee turnover using HRM strategies.

Grade Scheme: Letter Grade   Minimum Pass: 50%   Credit Weight: 3 Credits

Deliverables:

- **Discussion Postings**
- **Written Assignments**

* Please note that this document is for marketing purposes and that the details of the course including grading, assessments and objectives may change or vary.

Grade	Grade Point Average (GPA)	Percentage
A+	4.3	90-100%
A	4.0	85-89%
A-	3.7	80-84%
B+	3.3	77-79%
B	3.0	73-76%
B-	2.7	70-72%
C+	2.3	65-69%
C	2.0	60-64%
C-	1.7	55-59%
D	1.3	50-54%
F	0.0	0-49%