

Human Resource Leadership (HRL 8070) Compensation Management

Course Description

Compensation is a powerful tool for motivating, attracting and retaining high calibre employees necessary to drive organizational success. The course's focus is on aligning compensation systems to motivate, attract, and retain the type of employees required to drive strategic initiatives. For many organizations, compensation is a significant expense, and this course explores opportunities for cost efficiencies. Students will examine details necessary to consider when designing compensation systems and possible weight factors depending on organizational goals and constraints. Students will develop the tools to evaluate compensation systems and create appropriate, cost-effective systems that support corporate strategies.

Learning Objectives

This course presents a comprehensive study of compensation management and its role in organizations.

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

- Formulate compensation management strategies
- Select different types of compensation systems depending on organizational goals
- Identify the behavioural frameworks for compensation management
- Evaluate individuals and jobs to determine optimal compensation management structures
- Effectively implement, evaluate and manage compensation systems
- Identify current trends in compensation management and apply them to their organizations
- Apply knowledge of compensation management to the diagnosis of problems in written cases
- Analyze compensation management challenges facing their organization and apply strategies for dealing with them
- Effectively collaborate with a virtual team to produce quality results

Grade Scheme: Letter Grade

Minimum Pass: 70%

Assessments:

- Case Analysis (3)
- Peer Evaluations
- Assignments
- Participation

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

Grade	Grade Point Average (GPA)	Percentage
A+	4.3	98-100%
A	4.0	94-97%
A-	3.7	90-93%
B+	3.3	87-89%
B	3.0	84-86%
B-	2.7	80-83%
C+	2.3	76-79%
C-	2.0	70-75%
F	0.0	0-69%

Human Resource Leadership (HRL 8071) Performance Improvement Leadership: Concepts and Tools

Course Description

In today's competitive environment, intellectual capital is critical for organizational success, and training is the key to developing the intellectual capabilities needed to drive an organization's strategy. There are, however, a bewildering array of training options open to organizations. This course focuses on helping students assess their organizations' training needs, develop appropriate training programs, and evaluate and update those programs as needed. The ultimate goal is to create the intellectual capital needed to move organizations forward.

Learning Objectives

- Identify the key elements, steps, and roles in human performance improvement
- Support a performance improvement project in their organization by knowing and understanding the critical elements of an HPI model
- Identify key steps in the design, development, implementation, and evaluation of corporate talent development programs
- Identify/discuss the pros and cons (advantages/disadvantages) of contemporary performance management systems and make valid recommendations for improvement in the PM system in their organization
- Outline a performance improvement project, using the concepts, models, and tools from the course
- Effectively collaborate with a virtual team to produce quality results

Grade Scheme: Letter Grade

Minimum Pass: 70%

Assessments:

- Assignments (4)
- Case Studies (3)

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Human Resource Leadership (HRL 8072) Recruitment and Selection

Course Description

In our rapidly changing business environment, it is more critical than ever to hire and evaluate employees' performance. Selection and performance management are two related issues. Selection is concerned with hiring the best employees for the job, while performance management deals with evaluating employee performance. There is good science behind the selection and evaluation of employees. This course will provide students with the appropriate tools to design good selection systems and create reliable performance management systems. Well-designed selection and performance management systems are critical to the 4 strategic success of organizations.

Learning Objectives

- Identify the importance and relevance of recruitment and selection to organizations
- Determine how to apply strategic planning to human resource selection
- Analyze the importance and necessity of establishing the reliability and validity measures used in personnel selection
- Identify the significant legal issues affecting recruitment and selection
- Analyze the link between recruitment and selection
- Identify sources and methods for recruiting to support an organization's diversity efforts
- Assess the advantages and disadvantages of various screening tools
- Assess the sources of common decision-making errors in employee selection
- Offer constructive feedback to peers regarding their HRM ideas
- Effectively collaborate with a virtual team to produce quality results

Grade Scheme: Letter Grade

Minimum Pass: 70%

Assessments:

- Assignments (3)
- Assessment
- Team Case Studies (5)
- Participation

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B-	2.7	80-83%
C+	2.3	76-79%
C-	2.0	70-75%
F	0.0	0-69%