# University of WaterlooDepartment of PsychologyHuman Resources Management

# HRM 200- Fall 2022

## Instructor and T.A. Information

**Instructor: Katrina Di Gravio**

Office: On-Line appointment by request

Office Hours: arranged by appointment Email: kadigrav@uwaterloo.ca

**Teaching Assistants**

## You can find additional TA information under Announcements on the course webpage.

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## Course Description

HRM 200 serves as an introduction to Human Resources Management (HRM) and its contributions to the workplace. Organizations face a myriad of complex issues, such as globalization, demands for increased productivity, strategic planning and compliance with government legislation. In today’s world, “people” are the most important assets in an organization. Solid human resources provide the competitive advantage and HR policies, and practices have a significant impact on the bottom line and overall performance of an organization.
The course will examine the evolution of HR from a primarily administrative function to a strategic partner and decision maker in the organization. Among other things, the course will look at the effective management of human capital, the importance of attracting and retaining employees, managing a diverse workforce, recognizing employee rights, and legislative requirements.
Whether or not you have an interest in Human Resources as a career, at some time in your working career likely be dealing with “people issues” … either your own or somebody else’s. This course will provide you with useful information and helpful insights.

**Learning Outcomes:

If you invest the necessary time and effort to understand and internalize the course content, on completing the course you will have:

A foundational or base of knowledge about Human Resource Management and be able to apply the concepts both professionally and personally.

An increased understanding and appreciation of the Human Resources function, its role, concepts, principles and challenges.

An understanding of Human Resource issues facing organizations and line managers and develop insights on what it is like to work in the Human Resource profession

Identify ways of having management and employees work effectively together.

Have the lecturer identify and share real life HR challenges and experiences.

Identify potential career options within the Human Resource Management profession.**

## Required Text / Resources

***Human Resources Management in Canada (14th Edition). & REVEL Canadian Edition .* Dessler, G., Chhinzer, N, & Cole, N.D. (2016).**

**REVEL is required for this course**

**PLEASE NOTE:** Use of any earlier versions of this textbook is NOT recommended and is done so at your own risk. Earlier editions will not have Revel a core component of this course for several graded activities.

Important:**ALL TIMES EASTERN** - Please see the [University Policies](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-556935) section of your Course Outline for

details .

COURSE SCHEDULE – FALL 2022

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Week**  | **Module**  | **Readings**  | **Activities and Assignments**  | **End / Due Date**  | **Weight (%)**  |
| **1**  | [Module 1: Strategic Importance of Human Resource Management and The Changing Legal Emphasis](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530534)  | Chapters 1 and 2  | [Introduce Yourself](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-461267)  | Sunday, September 11, 2022 at 11:55 PM  | **Ungraded**  |
| [Chapter Quizzes](https://learn.uwaterloo.ca/content/enforced/820904-HRM200_081_cel_1229/toc/activities-and-assignments/weekly-quizzes.html?ou=820904)  | Friday, September 23, 2022 at 11:55 PM  |    |
| **2**  | [Module 2: Human Resources Management and Technology and Designing and Analyzing Jobs](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530536)  | Chapters 3 and 4  | [Chapter Quizzes](https://learn.uwaterloo.ca/content/enforced/820904-HRM200_081_cel_1229/toc/activities-and-assignments/weekly-quizzes.html?ou=820904)  | Sunday, September 25, 2022 at 11:55 PM  |    |
| [Pre-quiz for Case Application Assignments](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-826822)  | Sunday, September 25, 2022 at 12:01 AM  |   |
| **3**  | [Module 3: Human Resources Planning and Recruitment](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530537)  | Chapter 5  | [Chapter Quiz](https://learn.uwaterloo.ca/content/enforced/820904-HRM200_081_cel_1229/toc/activities-and-assignments/weekly-quizzes.html?ou=820904)  | Sunday, October 2, 2022 at 11:55 PM  |    |
| [Case Application Assignment 1 - Opens](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-826822)  | **Start:**Wednesday, October 5, 2022 at 11:55 PM  |   |
| **4**  | [Module 4: Selection](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530538)  | Chapters 6 and 7  | [Chapter Quizzes](https://learn.uwaterloo.ca/content/enforced/820904-HRM200_081_cel_1229/toc/activities-and-assignments/weekly-quizzes.html?ou=820904)  | Friday, October 7, 2022 at 11:55 PM  |    |
| **5**  | [Module 5: Orientation and Training and Midterm Test](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530539)  | Chapters 8 and 9  | [Chapter Quizzes](https://learn.uwaterloo.ca/content/enforced/820904-HRM200_081_cel_1229/toc/activities-and-assignments/weekly-quizzes.html?ou=820904)  | Sunday, October 23, 2022 at 11:55 PM  |    |
| **Reading Week (Saturday, October 8, 2022 to Sunday, October 16, 2022)**  |
| **6**  | [Module 6: Career Development and Performance Management](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530540)  | Chapter 10  | [Chapter Quiz](https://learn.uwaterloo.ca/content/enforced/820904-HRM200_081_cel_1229/toc/activities-and-assignments/weekly-quizzes.html?ou=820904)  | Sunday, October 30, 2022 at 11:55 PM  |    |
| [Case Application Assignment 1 - Due](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-826822)  | **Due:** Friday, October 21, 2022 at 11:55 PM  | **20%**  |
| **7**  | [Module 7: Strategic Pay Plans and Pay-For-Performance and Financial Incentives](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530541)  | Chapters 11 and 12  | [Chapter Quizzes](https://learn.uwaterloo.ca/content/enforced/820904-HRM200_081_cel_1229/toc/activities-and-assignments/weekly-quizzes.html?ou=820904)  | Sunday, November 6, 2022 at 11:55 PM  |    |
| [Midterm Test 1](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530552)  | **Start:** Wednesday, November 2, 2022 at 12:01 AM  End: Friday, November 4, 2022 at 4:00 PM  | **25%**  |
| **8**  | [Module 8: Employee Benefits and Services and Occupational Health and Safety](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530542)  | Chapters 13 and 14  | [Chapter Quizzes](https://learn.uwaterloo.ca/content/enforced/820904-HRM200_081_cel_1229/toc/activities-and-assignments/weekly-quizzes.html?ou=820904)  | Sunday, November 13, 2022 at 11:55 PM  |    |
| [Case Application Assignment 2 - Opens](https://learn.uwaterloo.ca/content/enforced/820904-HRM200_081_cel_1229/toc/activities-and-assignments/in-the-news.html?ou=820904)  | **Start:**Wednesday, November 9, 2022 at 11:55 PM  |   |
| **9**  | [Module 9: Managing Employee Separations](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530543)  | Chapter 15  | [Chapter Quiz](https://learn.uwaterloo.ca/content/enforced/820904-HRM200_081_cel_1229/toc/activities-and-assignments/weekly-quizzes.html?ou=820904)  | Sunday, November 20, 2022 at 11:55 PM  |    |
| [Case Application Assignment 2 - Due](https://learn.uwaterloo.ca/content/enforced/820904-HRM200_081_cel_1229/toc/activities-and-assignments/in-the-news.html?ou=820904)  | **Due:**Wednesday, November 23, 2022 at 11:55 PM  | **20%**  |
| **10**  | [Module 10: Labour Relations](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530544)  | Chapters 16 and 17  | [Chapter Quizzes](https://learn.uwaterloo.ca/content/enforced/820904-HRM200_081_cel_1229/toc/activities-and-assignments/weekly-quizzes.html?ou=820904)  | Sunday, November 27, 2022 at 11:55 PM  |    |
| **11**  | [Module 11: Managing Human Resources in a Global Business](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530545)  |  No readings  |   |   |   |
| **12**  | [Module 12: Wrap-up](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530546)  | No readings  | [Midterm Test 2](https://learn.uwaterloo.ca/d2l/common/dialogs/quickLink/quickLink.d2l?ou=820904&type=content&rcode=uWaterloo-530552)  | **Start:** Wednesday, November 30, 2022 at 12:01 AM  End: Friday,  December 2, 2022 at 4:00 PM  | **25%**  |
|   | **\*Chapter Quizzes** will consist of 17 quizzes worth a total of 10%.  |   |

**Grading Outline**

 Quizzes 10%

 Midterm x 2 50%

 Case Application x 2 40%

 **Total Grading 100 %**

***Academic Integrity:*** In order to maintain a culture of academic integrity, members of the University of Waterloo are expected to promote honesty, trust, fairness, respect and responsibility. See the [UWaterloo Academic Integrity webpage](https://uwaterloo.ca/academic-integrity/) and the [Arts Academic Integrity webpage](https://uwaterloo.ca/arts/undergraduate/student-support/academic-standing/ethical-behaviour) for more information.

***Turnitin.com****:* Text matching software (Turnitin®) may be used to screen assignments in this course. Turnitin® is used to verify that all materials and sources in assignments are documented. Students’ submissions are stored on a U.S. server, therefore students must be given an alternative (e.g., scaffolded assignment or annotated bibliography), if they are concerned about their privacy and/or security. Students will be given due notice, in the first week of the term and/or at the time assignment details are provided, about arrangements and alternatives for the use of Turnitin® in this course.

It is the responsibility of the student to notify the instructor if they, in the first week of term or at the time assignment details are provided, wish to submit the alternate assignment.

***Discipline:*** A student is expected to know what constitutes academic integrity, to avoid committing academic offences, and to take responsibility for his/her actions. A student who is unsure whether an action constitutes an offence, or who needs help in learning how to avoid offences (e.g., plagiarism, cheating) or about “rules” for group work/collaboration should seek guidance from the course professor, academic advisor, or the Undergraduate Associate Dean. When misconduct has been found to have occurred, disciplinary penalties will be imposed under **Policy 71 – Student Discipline**. For information on categories of offenses and types of penalties, students should refer to [Policy 71 - Student Discipline](https://uwaterloo.ca/secretariat-general-counsel/policies-procedures-guidelines/policy-71). For typical penalties check [Guidelines for the Assessment of Penalties](https://uwaterloo.ca/secretariat-general-counsel/policies-procedures-guidelines/guidelines/guidelines-assessment-penalties).

***Grievance:*** A student who believes that a decision affecting some aspect of his/her university life has been unfair or unreasonable may have grounds for initiating a grievance. Read [Policy 70 - Student Petitions and Grievances](https://uwaterloo.ca/secretariat-general-counsel/policies-procedures-guidelines/policy-70), Section 4. When in doubt, please be certain to contact the department’s administrative assistant who will provide further assistance.

***Appeals:*** A decision made or penalty imposed under Policy 70 - Student Petitions and Grievances (other than a petition) or Policy 71 - Student Discipline may be appealed if there is a ground. A student who believes he/she has a ground for an appeal should refer to [Policy 72 - Student Appeals](https://uwaterloo.ca/secretariat-general-counsel/policies-procedures-guidelines/policy-72).

## Accommodation for Students with Disabilities

***Note for students with disabilities:*** The [AccessAbility Services](https://uwaterloo.ca/disability-services/) office, located on the first floor of the Needles Hall extension (1401), collaborates with all academic departments to arrange appropriate accommodations for students with disabilities without compromising the academic integrity of the curriculum. If you require academic accommodations to lessen the impact of your disability, please register with the AS office at the beginning of each academic term.

## *Mental Health Support*

All of us need a support system. The faculty and staff in Arts encourage students to seek out mental health supports if they are needed.

***On Campus***

* Counselling Services: counselling.services@uwaterloo.ca / 519-888-4567 xt 32655
* [MATES](http://www.feds.ca/uw-mates/): one-to-one peer support program offered by Federation of Students (FEDS) and Counselling Services
* Health Services Emergency service: located across the creek form Student Life Centre

***Off campus, 24/7***

* [Good2Talk](http://www.good2talk.ca/): Free confidential help line for post-secondary students. Phone: 1-866-925-5454
* Grand River Hospital: Emergency care for mental health crisis. Phone: 519-749-433 ext. 6880
* [Here 24/7](http://www.here247.ca/): Mental Health and Crisis Service Team. Phone: 1-844-437-3247
* [OK2BME](http://www.ok2bme.ca/): set of support services for lesbian, gay, bisexual, transgender or questioning teens in Waterloo. Phone: 519-884-0000 extension 213

Full details can be found online at the Faculty of ARTS [website](https://uwaterloo.ca/arts/get-mental-health-support-when-you-need-it)

Download [UWaterloo and regional mental health resources (PDF)](https://uwaterloo.ca/arts/sites/ca.arts/files/uploads/files/counselling_services_overview_002.pdf)

Download the [WatSafe app](https://uwaterloo.ca/watsafe/) to your phone to quickly access mental health support information

## Territorial Acknowledgement

We acknowledge that we are living and working on the traditional territory of the Attawandaron (also known as Neutral), Anishinaabe and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, the land promised to the Six Nations that includes six miles on each side of the Grand River.

For more information about the purpose of territorial acknowledgements, please see the [CAUT Guide to Acknowledging Traditional Territory (PDF)](https://www.caut.ca/docs/default-source/professional-advice/list---territorial-acknowledgement-by-province.pdf?sfvrsn=12)