University of Waterloo  
Department of Psychology  
Human Resources Management  
HRM 200-Spring 2020

Instructor and T.A. Information

Instructor: Katrina Di Gravio

Office: MC 4056  
Office Phone: 888-4567 ext. 35161  
Office Hours: arranged by appointment  
Email: kadigrav@uwaterloo.ca

Teaching Assistants

Please see course page Announcements for names and contact information for the TA’s for HRM 200.

Course Description

HRM 200 serves as an introduction to Human Resources Management (HRM) and its contributions to the workplace. Today’s organization faces a myriad of complex issues, such as globalization, demands for increased productivity, strategic planning and compliance with government legislation. In today’s world, “people” 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, you will 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.

Course Goals and Learning Outcomes

What I Expect:

If you invest the necessary time and effort to understand and internalize the course content, on completing the course you will have an increased understanding and appreciation of the Human Resources function, its role, concepts, principles and challenges.

There will be demonstrated respect for the diversity of others. Students will exhibit proper decorum and behaviours towards fellow students and the learning experience.

You will own or have regular access to the current course text, as you will be expected to read assigned chapters.
• If you are experiencing difficulty with me, the material, the course or your grades, please let me know quickly through the course website or through my e-mail

What You Can Expect:

• Build a foundation or base of knowledge about Human Resource Management and be able to apply the concepts both professionally and personally.

• Acquire 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


REVEL is required for this course

PLEASE NOTE: Use of any earlier versions of this text book 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.
<table>
<thead>
<tr>
<th>Week</th>
<th>Module</th>
<th>Readings</th>
<th>Activities and Assignments</th>
<th>End / Due Date</th>
<th>Weight (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Chapter Quizzes</td>
<td>Sunday, May 24, 2020 at 11:55 PM</td>
<td>2%</td>
</tr>
<tr>
<td>2</td>
<td>Module 2: Human Resources Management and Technology and Designing and Analyzing Jobs</td>
<td>Chapters 3 and 4</td>
<td>Chapter Quizzes</td>
<td>Sunday, May 31, 2020 at 11:55 PM</td>
<td>2%</td>
</tr>
<tr>
<td>3</td>
<td>Module 3: Human Resources Planning</td>
<td>Chapters 5</td>
<td>Chapter Quiz</td>
<td>Sunday, June 7, 2020 at 11:55 PM</td>
<td>1% 25%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>MIDTERM TEST</td>
<td>TBA – See course schedule</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Module 4: Recruitment and Selection</td>
<td>Chapter 6 and 7</td>
<td>Chapter Quizzes</td>
<td>Sunday, June 14, 2020 at 11:55 PM</td>
<td>2%</td>
</tr>
<tr>
<td>5</td>
<td>Module 5: Onboarding and Training and Career Development</td>
<td>Chapter 8 and 9</td>
<td>Chapter Quizzes</td>
<td>Wednesday, June 21, 2020, 12:01 AM</td>
<td>2%</td>
</tr>
<tr>
<td>6</td>
<td>Module 6: Performance Management</td>
<td>Chapters 10</td>
<td>Chapter Quiz</td>
<td>Sunday, June 28th, 2020 at 11:55 PM</td>
<td>1% 25%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>MIDTERM TEST</td>
<td>TBA - See Course Schedule</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Module 7: Strategic Pay and Pay-for-Performance and Financial Incentives</td>
<td>Chapters 11 and 12</td>
<td>Chapter Quizzes</td>
<td>Sunday, July 5, 2020 at 11:55 PM</td>
<td>2%</td>
</tr>
<tr>
<td>Module</td>
<td>Title</td>
<td>Chapters</td>
<td>Quiz Type</td>
<td>Date</td>
<td>Percentage</td>
</tr>
<tr>
<td>--------</td>
<td>-------------------------------------------</td>
<td>----------</td>
<td>--------------------</td>
<td>-------------------------------</td>
<td>------------</td>
</tr>
<tr>
<td>8</td>
<td>Module 8: Employee Benefits and Services and Occupational Health and Safety</td>
<td>Chapters 13 and 14</td>
<td>Chapter Quizzes</td>
<td>Sunday, July 12, 2020 at 11:55 PM</td>
<td>2%</td>
</tr>
<tr>
<td>9</td>
<td>Module 9: Managing Employee Separations</td>
<td>Chapter 15</td>
<td>Chapter Quiz</td>
<td>Sunday, July 19, 2020 at 11:55 PM</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>MIDTERM TEST</td>
<td>TBA – See Course Schedule</td>
<td>25%</td>
</tr>
<tr>
<td>10</td>
<td>Module 10: Labour Relations</td>
<td>Chapter 16 and Chapter 17</td>
<td>Chapter Quizzes</td>
<td>Sunday, July 26, 2019 at 11:55 PM</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>Module 11: Managing Human Resources in a Global Business</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Module 12: Wrap-up</td>
<td>No readings</td>
<td>DUE - CASE &amp; REFLECTION ASSIGNMENT</td>
<td>Wednesday, August 5, 2020</td>
<td>15%</td>
</tr>
</tbody>
</table>

**Total Grading – 100 %**

Quizzes 10% - (Complete 17 Quizzes, drop the lowest 2 Quiz marks)
Midterm x 3 25%
Case & Reflection 15%

**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 and the Arts Academic Integrity webpage for more information.

**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. For typical penalties check Guidelines for the Assessment of 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, 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.

**Accommodation for Students with Disabilities**

**Note for students with disabilities:** The AccessAbility 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: 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: 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: Mental Health and Crisis Service Team. Phone: 1-844-437-3247
- OK2BME: 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
Download UWaterloo and regional mental health resources (PDF)
Download the WatSafe app 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)