

HRM 200 - Human Resources Management (Winter 2009)

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Teaching Assistants:

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Text: Human Resources Management in Canada (Canadian Tenth Edition)
Gary Dessler, Nina D. Cole
Pearson Prentice Hall Publishing

Lecture Location Arts Lecture Hall, Room 116

Course UW-ACE Web Page

Postings on the course ACE page include: the course syllabus, office hours, and any handouts for lectures, announcements and so forth. On your browser, type in: <http://uwace.uwaterloo.ca>. Provide your Quest/UWdir userid and password, and then click on HRM-200.

HUMAN RESOURCES MANAGEMENT 200

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 global competition, demands for increased productivity, strategic planning and government legislative issues. In today's world, "people" provide a competitive advantage and HR 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 service 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, everyone is likely to be called upon at some time to deal with "people issues". This course will provide you with helpful information and insights.

What I Expect:

- On completing the course you will have an increased understanding and appreciation of the Human Resources function, its role, concepts, principles and challenges
- Everyone will participate in class discussion/activities - this implies you will be in class both in body and spirit
- There will be demonstrated respect for the diversity of others
- Students will exhibit proper classroom decorum and behaviours towards fellow students who attend lectures to listen, learn and internalize the learning experience
- We will respect the time we spend together by starting and finishing class on time
- You will own or have regular access to the text, as you will be expected to read assigned chapters for class discussion and testing
- If you are experiencing difficulty with me, the course, the material or your grades, please let me know quickly either via e-mail or arrange to meet with me

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 he has faced
- Identify potential career options within the Human Resource Management profession

Logistics:

- The course runs every Tuesday evening from Jan 6th to Mar 31st
- Classes are scheduled to run from 7:00 p.m. – 9:50 p.m. - usually with a 10 minute break

Assessing Student Performance:

Your final mark will be a numerical grade based on a combination of:

- 1 - scheduled in-class test (30 marks)
- 2 - in-class team assignment (15 marks)
- A final examination (40 marks)

Testing

- The *in-class test* will cover information up to and including Chapter 9 – *Career Development*. The final examination **will cover the entire course content**.
- Tests and exams will cover text book readings, handouts, assigned readings, lecture notes, video content as well as class discussion
- Tests and exams will be a combination of multiple choice, true/false, short answer and fill in the blank questions
- One (1) make-up test date for the in-class test and in-class assignment will be scheduled if you are unable to participate on the designated date.
 - Your situation will be considered for this make-up sitting in advance, provided you have documented medical, bereavement or other proper evidence to support your absence.
 - Only one make-up test will be conducted and it will be outside regular class hours. The date/time will be determined at a later date.
- If you have special learning or testing needs, please let me, or one of your Teaching Assistants know by Jan. 20, 2009.

Class Team Assignment

- There will be two scheduled in-class team assignment. These assignments will be worth a total of 15 marks. This assignment will be completed and collected in class and cannot be made up at a later date.

HRM200 TIMETABLE – Winter 2009

Jan 6	Course Introduction 1) The Strategic Role of Human Resources Management
Jan 13	2) The Changing Legal Emphasis: From Compliance to Valuing Diversity 3) Human Resource Management and Technology
Jan 20	4) Designing and Analyzing Jobs 5) Human Resources Planning
Jan 27	6) Recruitment 7) Selection In-Class Team Assignment (15 marks)
Feb 3	8) Orientation & Training 9) Career Development
Feb 10	In-Class TEST (30 marks)
Feb 17	Reading Week – no class
Feb. 24	10) Performance Appraisal: The Key to Effective Performance Management 11) Establishing Strategic Pay Plans

Mar 3	12) Pay for Performance and Financial Incentives 13) Employee Benefits and Services
Mar 10	14) Occupational Health and Health
Mar 17	15) Fair Treatment: The Foundation of Effective Employee Relations In-Class Team Assignment (15 marks)
Mar 24	16) Labour Relations
Mar 31	17) Managing Human Resources In a Global Business Plus Overall Course Questions & Answers

Final Examination (40 marks) will be held during the University's Final Exam Period. The last date and time for the winter examination period is April 24th from 7:30 pm until 10:00 pm. You are strongly advised not to make any travel plans prior to this date & time slot.

Note: - Requests for early sittings and special consideration to accommodate an early departure are typically not granted. Make your plans accordingly.

If you miss a class, you will still have access to the lecture slides via the course website. You may also ask a classmate for a copy of their class notes in case there was information covered in the lecture that was not on the posted slides. The lecturer will not provide additional notes at any time.

If you miss an assignment, test or final examination, **you must contact the lecturer within two weeks of the missed event** assuming you are able to (i.e. not in a coma and unable to communicate etc.). Failure to do so will result in you receiving a zero ("0") grade for the missed assignment.

If you ask to make up a missed assignment, test or final exam due to a bona fide reason that is supported with acceptable documentation (i.e. original medical documentation, police report, bereavement notice etc.), the lecturer may schedule an alternate sitting for you at her discretion.

Human Resources Management Plans at Waterloo:

Students interested in employment in the field of Human Resources may wish to pursue one of the Human Resources Management Academic Plans at Waterloo, as well as the Certified Human Resource Professional (CHRP) designation offered by the Canadian Council of Human Resources Associations (<http://www.hrpao.org/HRPAO/Certification/AboutCertification/>). Several courses in the HRM Academic Plans at Waterloo provide exemption from required courses for that designation. Note that HRP AO requires an average of 70% in the nine required courses for the CHRP designation with no individual course achieving lower than 65%. Admission to an HRM plan requires that the student has successfully completed HRM 200 and is in satisfactory standing in their other academic plans. Further information regarding course and average requirements for the various HRM plans, as well as program application information and procedures are available on the HRM website: <http://www.psychology.uwaterloo.ca/hrm/index.html>.

There are new course and average requirements for the HRM plans effective Sept 2008. Students admitted to an HRM plan Sept 2008 or later must follow the 2008 plan requirements (exception: if you were at least 2A prior to Fall 2008 you can request to follow the 2004 requirements).

The Official Version of the Course Outline

If there is a discrepancy between the hard copy outline (*i.e., if students were provided with a hard copy at the first class*) and the outline posted on UW-ACE, the outline on UW-ACE will be deemed the official version. Outlines on UW-ACE may change as instructors develop a course, but they become final as of the first class meeting for the term.

Students with Disabilities

The Office for Persons with Disabilities (OPD), located in Needles Hall, Room 1132, 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 OPD at the beginning of each academic term.

Concerns About the Course or Instructor (Informal Stage)

We in the Psychology Department take great pride in the high quality of our program and our instructors. Though infrequent, we know that students occasionally find themselves in situations of conflict with their instructors over course policies or grade assessments. If such a conflict arises, the Associate Chair for Undergraduate Affairs (Dr. Colin Ellard) is available for consultation and to mediate a resolution between the student and instructor. Dr. Ellard's contact information is as follows:

Email: cellard@uwaterloo.ca

Ph 519-888- 4567 ext 36852

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. See Policy 70 and 71 below for further details.

Avoidance of Academic Offences:

To protect course integrity, as well as to provide appropriate guidance to students, **all course outlines in the Faculty of Arts must incorporate the following note on avoidance of academic offenses** (statement revised in light of changes to policies 70, 71 and new policy 72 passed by Senate UG Council May 2008):

Academic Integrity: in order to maintain a culture of academic integrity, members of the University of Waterloo community are expected to promote honesty, trust, fairness, respect and responsibility.

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, <http://www.adm.uwaterloo.ca/infosec/Policies/policy70.htm>

Discipline: A student is expected to know what constitutes academic integrity, to avoid committing academic offenses, and to take responsibility for his/her actions. A student who is unsure whether an action constitutes an offense, or who needs help in learning how to avoid offenses (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](#), <http://www.adm.uwaterloo.ca/infosec/Policies/policy71.htm>

Appeals: A student may appeal the finding and/or penalty in a decision made under Policy 70 - Student Petitions and Grievances (other than regarding a petition) or Policy 71 - Student Discipline if a ground for an appeal can be established. Read [Policy 72 - Student Appeals](#), <http://www.adm.uwaterloo.ca/infosec/Policies/policy72.htm>