

Course Outline

Course Code, Number, and Title:

BUSM 2115: Human Resource Management

Course Format:

Lecture 3 h + Seminar 1 h + Lab 0 h

Credits: 3

Transfer Credit: For information, visit bctransferguide.ca

Course Description, Prerequisites, and Corequisites:

A course in human and industrial relations with emphasis on the various processes and techniques of acquiring and maintaining an efficient workforce. It will examine the more technical aspects of personnel management, including legal issues, compensation, and employer/employee rights in sufficient depth to give a reasonable understanding of their purpose and nature. The course will be taught using a series of seminar type lectures, readings, case histories and guest lectures.

Learning Outcomes:

Upon successful completion of this course, students will be able to

- Understand the role of HRM in organizations and its contributions to effective organizational functioning
- Explain HRM functions and processes as practiced in the Canadian workplace
- Understand the manager's responsibility to employees and the value of diversity in the workplace
- Understand HRM systems including recruiting, performance appraisal, training & development and compensation
- Apply HR knowledge in simulated situations
- Recognize HR terminology as used in the workplace
- Demonstrate a working knowledge of BC and Canadian Legislation impacting HRM
- Differentiate between collective bargaining and non-unionized situations
- Show how to apply current HR practices and understand Best Practices in HRM
- Recognize that people issues represent an important element of a successful organization

Instructor(s): TBA

Office: TBA

Phone: TBA

Email: TBA

Office Hours: TBA

Textbook and Course Materials:

[Textbook selection may vary by instructor. An example of texts and course materials for this course might be:]

For textbook information, visit https://mycampusstore.langara.bc.ca/buy_courselisting.asp?selTerm=318

Note: This course may use an electronic (online) instructional resource that is located outside of Canada for mandatory graded class work. You may be required to enter personal information, such as your name

and email address, to log in to this resource. This means that your personal information could be stored on servers located outside of Canada and may be accessed by U.S. authorities, subject to federal laws. Where possible, you may log in with an email pseudonym as long as you provide the pseudonym to me so I can identify you when reviewing your class work.

Assessments and Weighting:

Final Exam %
Other Assessments %
(An example of other assessments might be:) %

Information currently unavailable, please consult Department for details.

Grading:

Specific grading schemes will be detailed in each course section outline.

Information currently unavailable, please consult Department for details.

Detailed Course Schedule:

Information currently unavailable, please consult Department for details

As a student at Langara, you are responsible for familiarizing yourself and complying with the following policies:

College Policies:

[E1003 - Student Code of Conduct](#)

[F1004 - Code of Academic Conduct](#)

[E2008 - Academic Standing - Academic Probation and Academic Suspension](#)

[E2006 - Appeal of Final Grade](#)

[F1002 - Concerns about Instruction](#)

[E2011 - Withdrawal from Courses](#)

Departmental/Course Policies: