



Business Administration

Course Number:	BUAD 269
Course Title:	HUMAN RESOURCES MANAGEMENT
Credits:	3
Calendar Description:	This survey course provides an overview of the Human Resources Management area. It examines the integrated strategic, operational and functional HR processes and practices in an organization. It focuses on effective employee deployment and development; defining and designing work, human resources planning, recruitment and selection; training and development; managing performance, rewarding and recognizing employees, creating a healthy and safe environment, management rights, employee rights and discipline, labour relations and collective bargaining. <i>(also offered by Distance Education)</i>
Semester and Year:	Winter 2015
Prerequisite(s):	No
Corequisite(s):	BUAD 123
Prerequisite to:	BUAD 246, 247, 248, 279, 308, 374, 375, 376, 410, 412
Final Exam:	Yes
Hours per week:	3
Graduation Requirement:	BBA - Required Diploma, Human Resources Management and Management Options - Required
Substitutable Courses:	No
Transfer Credit:	
Special Notes:	
Originally Developed:	1978
EDCO Approval:	March 2014
Chair's Approval:	

Professors

Name	Phone number	Office	Email
Cathy Fitzgerald	762-5445 #4579	Kelowna: C123	cfitzgerald@okanagan.bc.ca
Sylvie Vidailiac	#3241	Penticton/Kelowna: PEA06	svidailiac@okanagan.bc.ca
Roberta Sawatzky	#email	Vernon/S Arm: C328	rsawatzky@okanagan.bc.ca

Learning Outcomes

Upon completion of this course students will be able to:

- Describe how human resources philosophies, policies and practices are integrated into all aspects of managing within an organization.
- Explain how to manage within the legal and ethical framework in Canada.
- Explain the strategic importance of human resources management and the connection to organizational strategy.
- Describe human resources practices that contribute to the ongoing growth and development of people in an organization.
- Define a healthy work environment and explain how workplace culture contributes to sustainability and productivity.
- Demonstrate a theoretical knowledge of work design and performance evaluation.

Course Objectives

This course will cover the following content including:

- Aspects of the external environment that will impact human resource management. Trends in the labor force composition, technology and society are covered.
- Strategic human resources planning required to meet organizational goals and objectives with recognition of the integration between strategies and practices.
- The impact of legislation, ethics, and organization policies on human resource management practice.
- The process and practices of job analysis and design.
- Recruitment and selection activities and their relationship to strategic HR planning.
- The assessment, development, delivery and evaluation of employee training and career development programs.
- Performance management strategies, systems and outcomes, including discipline.
- Rewarding and recognizing employees. Direct and indirect compensation strategies and plans.
- Unionization and collective bargaining processes.
- Rights and responsibilities of management and workers.
- Approaches to creating healthy and safe work environments.

Evaluation Procedure

Preparation and Participation (individual or group)	20%
Weekly Online Quiz	10%
Project and Presentation (individual or group)	15%
Exam #1	15%
Exam #2	15%
Exam #3 (Final)	25%
Total	100%

Notes

Exams may be context dependent multiple choice, short answer questions or case incidents.
Regular attendance at all classes is required.
Written and oral communications are an integral part of this course.
Attendance at exams is mandatory. Inability to attend must be supported by legitimate reasons with supportive documentation.
You must achieve a passing grade average (50%) in the exams to be able to pass the course.

Required Texts/Resources

Stewart, E., Belcourt, M., Fitzgerald, C., Bohlander, G., and Snell, S. (2013). Essentials of Managing Human Resources. 5th Canadian Edition. Toronto: Nelson Education Ltd.

Course Schedule

Date		Topic	Textbook
Week of:			
Jan	5	The Challenges of HRM International HRM	Ch 1 & 11
	12	Legal Framework and Diversity	Ch 2
	19	Defining and Designing Work	
	26	Exam #1	Ch 3
Feb	2	HR Planning, Recruitment and Selection	Ch 4
	9 - 13	READING BREAK (<i>Feb 9 to 13 – no classes</i>)	
	16	Training and Development	Ch 5
	23	Managing Performance	Ch 6
Mar	2	Exam #2	
	9	Rewarding and Recognizing Employees	Ch 7
	16	Creating a Safe and Healthy Work Environment	Ch 8
	23	Management Rights, Employee Rights and Discipline	Ch 9
	30	Labour Relations and Collective Bargaining <small>*Good Fri. Apr 3 & Easter Mon. Apr 6 – no classes</small>	Ch 10
Apr	6	Summary and Review	
	13	Summary and Review <small>*Tues. Apr 14 Last day of regularly scheduled classes</small>	
Apr	17 - 25	Final Exam Period (Exam #3)	

SKILLS ACROSS THE BUSINESS CURRICULUM

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

STUDENT CONDUCT AND ACADEMIC HONESTY

What is the Disruption of Instructional Activities?

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

What is Cheating?

“Cheating includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information to other students who are taking the test or examination.”

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

What is Plagiarism?

Plagiarism is defined as “the presentation of another person’s work or ideas without proper or complete acknowledgement.” It is the serious academic offence of reproducing someone else’s work, including words, ideas and media, without permission for course credit towards a certificate, diploma, degree and/or professional designation. The defining characteristic is that the work is not yours.

“Intentional plagiarism is the deliberate presentation of another’s work or ideas as one’s own.” Intentional plagiarism can be a copy of material from a journal article, a book chapter, data from the Internet, another student, work submitted for credit in another course or from other sources.

“Unintentional plagiarism is the inadvertent presentation of another’s work or ideas without proper acknowledgement because of poor or inadequate practices. Unintentional plagiarism is a failure of scholarship; intentional plagiarism is an act of deceit.”

What are the Students’ Responsibilities to Avoid Plagiarism?

Students have a responsibility to read the OC Plagiarism Policy and Procedures outlined in the OC calendar, which is available in online format www.okanagan.bc.ca. Students must acknowledge the sources of information used on all their assignments. This usually involves putting the authors’ name and the year of publication in parentheses after the sentence in which you used the material, then at the end of your paper, writing out the complete references in a Reference section.

“Students are responsible for learning and applying the proper scholarly practices for acknowledging the work and ideas of others. Students who are unsure of what constitutes plagiarism should refer to the UBC publication “*Plagiarism Avoided; Taking Responsibility for your Work*”. This guide is available in OC bookstores and libraries.

Students are expected to understand research and writing techniques and documentation styles. The Okanagan School of Business requires the use of the APA or MLA style, but suggests that students cite references using the APA guidelines (see Publication Manual of the American Psychological Association, 6th edition (2009). A copy of the APA manual is available in the reference section and also available for circulation from OC libraries. The library website has access to these two major citing styles.

What are the Penalties for Plagiarism and Cheating?

The Okanagan School of Business does not tolerate plagiarism or cheating. All professors actively check for plagiarism and cheating and the Okanagan School of Business subscribes to an electronic plagiarism detection service. All incidents of plagiarism or cheating are reported and result in a formal letter of reprimand outlining the nature of the infraction, the evidence and the penalty. The Dean of the Okanagan School of Business and the Registrar record and monitor all instances of plagiarism and cheating. Penalties for plagiarism and cheating reflect the seriousness and circumstances of the offence and the range of penalties includes suspension from OC.