



## York University - School of Human Resource Management

### Course Outline

### AP/HRM1000M Foundations Of Human Resource Management

### Winter 2023

**Course Director/Professor:** Ron Alexandrowich M.Ed. DHRP

**E-mail:** [ronalex@yorku.ca](mailto:ronalex@yorku.ca) – Please indicate the course number in your heading along with the topic when emailing me.

**Dates:** Jan 11 – April 5, 2023

**Time:** 8:30 – 11:30 Wednesday

**Location:** ACW 307

**Office Hours:** I do not have office hours. You may set up a time to meet one-on-one using Zoom or see me in class.

**Readings:** All readings for this course will be posted to the course website. There are *no materials to purchase* from the bookstore.

This course prepares students for the study of human resource management through an introduction to learning strategies and foundational knowledge. First, students will begin to understand HRM as an applied scholarship, balancing academic knowledge with a broader understanding of the world of work. Second, students will be introduced to the disciplines that underlie the study of human resource management. Theories from a range of fields across the social science and management will be reviewed as they relate to the study of individuals at work and within organizations. Through diverse pedagogical approaches such as case studies, discussions and reflections, students will learn how to critically consider issues relative to various frameworks. They will also be exposed to how theory relates to practice by considering today's global reality as it relates to business and management. This course will provide the foundation for understanding how theory informs HRM in subsequent courses within the BHRM program.

At its core, the study of human resource management is an interdisciplinary effort. Scholarship in this area is informed by early work in psychology, sociology, legal

studies, industrial relations, and management studies. In this course, students will develop an understanding of the various intellectual frames that inform the area of study.

Through a considered review of some of the core theories that inform studies in HRM, students will gain an understanding of the various viewpoints that are used to inform the field of study. Students will learn to think critically about issues from various perspectives, developing the understanding that one issue can be viewed through many lenses.

### **Classes**

Lectures will cover the topics in the course outline. I encourage students to ask questions and participate in discussions throughout the lecture. My style is relaxed and punctuated with real life examples based on my own experiences. I especially encourage students to always maintain a level of critical thinking.

### **My Role**

My role is to teach the material and offer examples to support the theory presented. I will facilitate discussion during each lecture and answer questions/clarify topics.

### **Your role**

Students are expected to attend the lectures and participate in discussion and listen to the opinions of other students in a respectful manner. Students are expected to do the readings every week and be prepared for all assignments.

<b>Class</b>	<b>Week #</b>	<b>Topic</b>	<b>Readings</b>	<b>Due</b>
Jan 11	1	Welcome and Overview	See class website	
18	2	Academic Skills - Library Visit (guest speaker) Stephanie Quail	See class website	
25	3	HRM: yesterday, today & tomorrow (guest speaker)	See class website	Assignment # 1
Feb 1	4	HRM as an interdisciplinary study: The Big picture (guest speaker)	See class website	
8	5	HRM as an interdisciplinary study: Theory	See class website	
15	6	Science versus Practice Creative Writing (guest speaker) Pasha Malla	See class website	Assignment # 2
22		Reading Week	Reading Week	Reading Week
March 1	7	Midterm Exam - online	Midterm Exam	Midterm

8	8	HRM's Role on Business	See class website	
15	9	HRM Role in Society	See class website	
22	10	Thinking Globally	See class website	Assignment # 3
29	11	Exam Review	See class website	
April 5	12	Final Exam Online	Final Exam	Final Exam

### **Evaluation Method**

#### **Assignments: (50%)**

Assignment # 1 - Create a Reference List (10%)

Assignment # 2 - HRM in the News (15%)

Assignment # 3 - Journals with Annotated Bibliography 25%

#### **Mid-Term Examination: 30% March 1**

The mid-term exam will be held online. It is imperative that you attend the mid-term since there will be no other alternative dates to write a make-up exam. You will be advised of the format prior to the midterm date.

#### **Final Examination: 20% April 5**

The final exam will be held online during our last class. The instructor will provide more details of the format.

In accordance with the University Policy, medical documentation will be required when an examination is missed, in order to defer the final exam. A Deferred Standing Agreement must be submitted to the School of Administrative Studies within one week of the missed exam. Students who miss the final exam may petition to write a deferred exam. Deferred exams are written during the final exam period of the next semester. No make-up dates will be offered during this term.

***All final grades will be reviewed by the School of Human Resource Management and the School reserves the right to modify them to maintain high standards***

