



**SCHOOL OF HUMAN RESOURCE MANAGEMENT
FACULTY OF LIBERAL ARTS AND PROFESSIONAL STUDIES**

**HUMAN RESOURCE MANAGEMENT
AP/ADMS/HRM 2600A Summer 2023**

Instructor Information

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Course Description and Objectives

HRM2600 is a comprehensive examination into the various functions used by human resource professionals in effectively managing human resources. The course studies the interactions between managers, organizational staff, and/or specialists. This course covers a number of issues in Canadian human resources management including: human resources planning, recruitment, selection, performance appraisal, industrial relations, and training and development. More specifically, this course aims to:

- Introduce you to some important principles in selection, job placement, training, appraisal, and compensation of employees;
- Make you aware of your legal responsibilities as a manager and employee (whether you work for a human resource department or not)
- Make you aware of the major challenges in Human Resource Management and their impact on staff and organizations.
- Improve critical thinking skills

Required Text

Belcourt, Singh, Snell, Morris (2020). *Managing Human Resources*, Ninth Canadian Edition, Nelson Education, Toronto. ISBN-13: 9780176798055

Course Website: I will use *eClass* to teach this course and facilitate communication among students and myself. Note that *eClass* will be the **only** venue to download lecture slides, find up-to-date notices about the course, and retrieve your course grades. Please check the site, as well as your yorku email regularly. You can log on to the course through <https://eclass.yorku.ca>

Email Policy and Communication

My preferred method of contact is by e-mail at jingwan@yorku.ca . Please email me directly to this address not through eClass messenger. When you email me, please use your full real name and write down the course **number and section** in the subject line. I will answer your email within 24 hours during week days. On weekend and holidays, please expect 36 to 48 hours. I will also post all messages on the course website under **Course Announcement** regarding such things as exam locations, exam format, and

discussion queries etc. The announcement will also go to your email address that you register with course website. Please make sure you register an email that you check often.

Marking Allocations

| | |
|---------------|------|
| Participation | 30% |
| Midterm | 30% |
| Final Exam | 40% |
| | 100% |

Weekly Participation:

Regular and active participation is an essential, unmistakably important aspect of this online course. It is critical that you read all of the lecture and assignment materials as well as all of the public discussion materials. Your full participation **ON A WEEKLY BASIS** is not only a requirement, but also an essential aspect of the online course process.

Each week you are to post **ONE answer** to the weekly discussion question and at least **TWO comments** to your classmates' answers. Postings should show insight into the topic. Note: Once the week has passed (i.e. Saturday midnight) you have lost the opportunity to participate and postings do not count. At the end of the term you will be assigned a grade out of **30 for participation**.

Your responses will be graded on two things: **quality** and **timeliness**. In terms of quality my expectations are simple. Responses should be well written and clearly address the issues being discussed. Please limit your postings to **250 words**.

I understand emergency and sickness may happen, so I will only use **9 out of the 11** discussion assignments to calculate your participation mark. I will **NOT** grade late assignments **no matter what**.

Exams:

There will be **TWO** closed-book exams. Both exams will be held **ONLINE**. The exams will cover all course material (textbook, lectures). The format will be multiple choice and short answer questions. The exams will be non-cumulative.

Make-up exams will not be possible. Students missing the midterm will be allowed to transfer the weight to the final exam. Students missing a final exam will have to follow SHRM deferred exam procedure to write the exam at a later date.

SHRM policy on deferred exams: The deferred final Exam will be closed book, **cumulative** and will include all subjects/topics of the textbook. Deferred exams are not necessarily in the same format as the exam written by your section of the course. The format for deferred exams is not released in advance. **Access to a course website will not be given. Please save your lecture notes / presentation slides.**

Special accommodation: For students with disabilities requiring special accommodation for writing of examinations, please make the necessary arrangements well in advance of the examination dates so that the paperwork can be signed. You can leave your form with the School of Human Resources Management.

Note about the Course Outline:

The course outline serves as a guide to give you a general idea of what to expect in the sessions. Occasionally, other material may be introduced that is not on the outline. These items will help to further illustrate the topics under study and will be of benefit to you. The point is that the outline is not carved in stone. Variations will be evident during the term dependent on your needs as well as the professor's discretion.

Re-Grading Policy:

The grading of all tests and assignments will be based on a set of verifiable criteria weighted appropriately by the professor. If you wish to request a re-grade on a test or assignment, you must submit a written proposal **a maximum of two days** within receipt of the original grade. To do so, create a typed note with your name and student number and outline the question(s) that you believe was graded incorrectly. Also, include an explanation of why you feel your grade was incorrect (drawing on relevant theories for the exam questions or after comparing the correct answer posted online for weekly assignment will help your argument). Please note that if you decide to submit your exam/assignment for re-grading, the entire document will be re-evaluated. This means that it is possible to lose points as well as gain points through re-grading. Therefore, be very confident that an error in grading has occurred before submitting a request for re-grading. Keep in mind that the re-grade is meant for mistakes in grading. If you are going to submit your exam for a re-grade, do not write on the exam or alter it in any way. If you do so, it will be considered a violation of the Academic Honor Principle.

Notes about Online Courses

Successful online students are active learners, who are willing to take responsibility for their own learning and able to communicate effectively in both a synchronous and asynchronous environment using a variety of technologies (Burd and Buchanan, 2004, p 407)

It is vital that you visit the site regularly and frequently so that you do not miss the opportunity to participate and post comments and questions from your study of the materials and your own experiences. In order to get the most out of this course, you will need to dedicate in the region of 8-12 hours per week to first read the textbook, PowerPoint slides and view any associated videos and web-links and then follow up with further directed reading of the related text chapter, test your memory and understanding by taking the self-tests associated with each module and also completing any discussions or additional assignment.

While an online course can be flexible to meet your needs of when and where you can take part on-line rather than having set classroom times, it still means that the course can

be quite demanding. You may want to visit the websites below and try out their on-line self assessments to check out your expectations and needs from an on-line course.

Reid, J. E. (2004) What every Student Should Know about On-line Learning
Available at <http://www.ion.uillinois.edu/resources/tutorials/overview/reid.html>

University of Illinois (n.d.) On-line Learning; self evaluation
Available at <http://www.ion.uillinois.edu/resources/tutorials/pedagogy/selfeval.asp>

The content of the course is divided into 11 weeks which are to be studied in ascending order (i.e., all work relating to Week 1 must be completed before attempting Week 2 and so on).

How you manage your time is your responsibility but remember to give yourself enough time during the week to read materials both online and the text book/other readings. You will also need to plan time to take part in discussions and online weekly tasks.

As well as working independently, you are encouraged to make contact with your fellow online students through participation in online conferences, responding to your classmates' postings and questions.

Technical Support for eClass

York University Computer Technical Support is maintained through UIT Learning Technology Services. Help Desk.
Phone: 416.736.2100 x55800
Email: esohelp@yorku.ca; ithelp@yorku.ca

Internet Connection

Internet connection support is managed by your Internet Service Provider, such as Bell or Rogers.

Your Computer

Computer technical support is managed by the computer store or company from which you bought your computer.

Academic Honesty (Senate Policy):

Atkinson as a Faculty considers breaches of the Senate Policy on Academic Honesty to be serious matters. To quote the Senate Policy on Academic Honesty:

The Policy on Academic Honesty is a reaffirmation and clarification for members of the University of the general obligation to maintain the highest standards of academic honesty. It outlines the general responsibility of faculty to foster acceptable standards of academic conduct and of the student to be mindful of and abide by such standards.

Faculty members are encouraged to pursue suspected cases of academic honesty with formal charges. Students should, however, review the York Academic Honesty policy for themselves at: <http://www.yorku.ca/secretariat/legislation/senate/acadhone.htm>

Students might also wish to review the interactive on-line Tutorial for students on academic integrity, at: <http://www.yorku.ca/academicintegrity/tutorial.htm>

Other Important York Policies :

Reappraisals: For reappraisal procedures and information, please visit the Office of the Registrar site at: <http://www.registrar.yorku.ca/services/policies/grade.htm>

Deferred Standing: Atkinson students who have experienced a misfortune or who are too ill to attend an examination in an Atkinson course must pursue **deferred standing**. Other students should contact their home Faculty for information. For further information, please visit: <http://www.registrar.yorku.ca/services/policies/def.htm>

Senate Religious Observance Policy (Senate Policy):

York University is committed to respecting the religious beliefs and practices of all members of the community, and making accommodations for observances of special significance to adherents (Senate 032). For further information on accommodation procedures required due to religious commitment, and the schedule of dates, please visit: <http://calendars.registrar.yorku.ca/lectureschedules/fw03/dates/religious.htm>

Students with Special Needs (Senate Policy):

York University is committed to making reasonable accommodations and adaptations in order to make equitable the educational experience of students with special needs and to promote their full integration into the campus community. Please alert the Course Director as soon as possible should you require special accommodations. For Atkinson specific resources, please visit the Atkinson Counselling Centre at:

<http://bloodstone.atkinson.yorku.ca/domino/html/counselc.ns>

Some important links:

1. Religious Observance: <https://w2prod.sis.yorku.ca/Apps/WebObjects/cdm.woa/wa/regobs>
2. Student Rights and Responsibilities: <http://oscr.students.uit.yorku.ca/student-conduct>
3. Academic Accommodation for Students with Disabilities: <http://secretariat-policies.info.yorku.ca/policies/academic-accommodation-for-students-with-disabilities-policy/>
4. Academic Honesty: <http://secretariat-policies.info.yorku.ca/policies/academic-honesty-senate-policy-on/>
5. Deferred Standing Request for HRM courses: <http://shrm.laps.yorku.ca/students/deferred-exam-request/>
6. Counselling & Disability Services: <http://cds.info.yorku.ca/>
7. Alternate Exam/Testing Scheduling Centre: <http://altexams.students.yorku.ca/>

Course Schedule

| Date | Topic | Readings and Activities |
|--|--|---|
| Week 1 May 8~13 | Introduction to HRM | Welcome! Read text - Chapter 1 Lecture - View PPT for Week 1 Discussion Assignment |
| Week 2 May 14~20 | Human resource planning | Read text - Chapter 2 Lecture - View PPT for Week 2 Discussion Assignment |
| Week 3 May 21~27 | Meeting legal requirements | Read text - Chapter 3 Lecture - View PPT for Week 3 Discussion Assignment |
| Week 4 May 28 ~ Jun. 3 | Break for the 2023 Congress of the Humanities and Social Sciences | No Class |
| Week 5 Jun. 4~10 | Job analysis and design | Read text - Chapter 4 Lecture - View PPT for Week 4 Discussion Assignment |
| Week 6 Jun. 11~17 | Recruitment and selection | Read text - Chapter 5 & 6 Lecture - View PPT for Week 5 Discussion Assignment |
| Week 7 Jun. 18~24 | Midterm | Chapter 1-6 |
| Week 8 Jun.25 ~ Jul. 2 | Reading Week | No Class |
| Week 9 Jul.3~ 8 | Training and development | Read text - Chapter 7 Lecture - View PPT for Week 8 Discussion Assignment |
| Week 10 Jul .9~ 15 | Performance appraisal | Read text - Chapter 8 Lecture - View PPT for Week 9 Discussion Assignment |
| Week 11 Jul.16~ 22 | Compensation | Read text - Chapter 9 & 10 Lecture - View PPT for Week 10 Discussion Assignment |
| Week 12 Jul. 23~ 29 | Benefits | Read text - Chapter 11 Lecture - View PPT for Week 11 Discussion Assignment |
| Week 13 Jul. 30~ Aug. 5 | Employee relations | Read text – Chapter 12 & 13 Lecture - View PPT for Week 12 Discussion Assignment |
| Week 14 Aug.6 ~ 15 | The union management framework | Read text –Chapter 14 Lecture - View PPT for Week 13 |
| Final exam Aug. 17-24 | To be scheduled by the registrar’s office Chapter 7~14 | |

Note:

- (1) This syllabus and schedule are subject to changes. **It is the responsibility of the student** to keep informed of changes, new materials, and missed content.
- (2) Last date to drop course without receiving a grade: **July 7th**.