



York University - School of Human Resource Management

Course Outline

AP/HRM1000A Foundations Of Human Resource Management

Fall 2023

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

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

Dates: School Term: Sept 6 – Dec 5, 2023 (Our first class - Sept 12)

Time: Tuesday 11:30am – 2:30pm

Location: CLH – G (Curtis Lecture Hall)

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 on the course website. *There are no materials/texts to purchase for this course.*

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. 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 discussions 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.

Class	Week #	Topic	Readings	Due
Sept 12	1	Welcome and Overview	See class website	
19	2	Academic Skills - Library Visit (guest speaker) Stephanie Quail	See class website	Assignment # 1 Sept 24 11:59pm
26	3	HRM: Perspectives	See class website	
Oct 3	4	HRM as an Interdisciplinary Study	See class website	
10	Reading Week	No Class	No Class	No class
17	5	HRM as an Interdisciplinary Study	See class website	Assignment # 2 Oct 22 11:59pm
24	6	Science versus Practice	See class website	
31	7	Midterm Exam – online during class hours	Midterm Exam	Midterm
Nov 7	8	HRM's Role on Business	See class website	
14	9	HRM Role in Society	See class website	
21	10	Thinking Globally	See class website	Assignment # 3 Nov 26. 11:59pm
28	11	Exam Review	See class website	
Dec 5	12	Final Exam Online during class hours	Final Exam	Final Exam

Evaluation Method

Assignments: (50%)

Assignment # 1 - Creating an APA Reference List (15%)

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

Assignment # 3 - Journals with Annotated Bibliography 20%

Mid-Term Examination: Oct 31 30%

It is imperative that you attend the mid-term since there will be no other alternative dates to write a make-up mid-term exam. You will be advised of the format prior to the midterm date. The exam can cover items posted on our class site, as well as any in-class discussions which may not be on our e-class site.

Final Examination: Dec 5 20%

I will provide more details of the format closer to the date. The exam can cover items posted on our class site, as well as any in-class discussions which may not be on our e-class site.

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. No make-up dates will be offered during this term.

In this course, all work should be completed by you alone. As such, you are not allowed to use generative artificial intelligence (AI), such as ChatGPT, to help you complete any of your work in this course (e.g., tests, papers, assignments, presentations, essay outlines, presentation scripts, etc.). If you do not know whether an online resource or tool can be used in this course, please contact me for guidance. Any use of generative AI in this course will be considered a breach of the Senate Policy on Academic Honesty. For more information, please review AI Technology & Academic Integrity: Information for Students.

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.

