

Course Outline: Winter 2024

Strategic HRM: 4410

Scheduled Lectures: Wednesdays 11:30am – 2:30pm

Course Instructor: Lisa Violo

Class Location: ACW-307

Instructor Email: violole@yorku.ca

REQUIRED COURSE TEXT:

No required textbook. Required readings will be posted to the course website for reading prior to each week's class.

COURSE DESCRIPTION

Examines the evolution of the HR role, the trends that impact on HRM, the threats and opportunities affecting the HR function. Discusses strategy, action plans, priority management, measurement of results and competencies.

Prerequisites: 66 credits, including AP/HRM 2600 3.00, AP/HRM 3400 3.00, AP/HRM 3410 3.00, AP/HRM 3422 3.00, AP/HRM 3430 3.00, AP/HRM 3470 3.00, AP/HRM 3490 3.00.

COURSE OBJECTIVES

- ❖ To be able to define strategic human resources management, identify HR issues and trends, and explain how strategic HRM should be practiced by organizations and individuals.
- ❖ To be able to demonstrate new skills including conversation skills, presentation skills, strategic thinking and more.

WEIGHTING OF COURSE

| | |
|---|-------------|
| Class Contribution (Individual) | 15% |
| Weekly Online Quizzes (Individual) | 20% |
| Strategic HRM Workshop (Group) | 30% |
| Case Analysis (Pairs) | 35% |
| TOTAL | 100% |

ORGANIZATION OF THE COURSE

This course will include the following elements: class participation, readings, written assignments, online activities and in-class workshops. It is a highly interactive course that requires students to attend and contribute in class.

COURSE ASSESSMENT DETAILS:

Class Participation (individual): Students are expected to attend every class and arrive on time. Each student is responsible to verbally contribute every week to class discussion, at least twice, in a meaningful way. Meaningful participation demonstrates that you have completed the readings. If you are unsure how to contribute meaningfully, ask the instructor and review the class participation guideline chart posted on the course website. In-class participation activities and weekly assignments posted on the course website will also count towards the class participation grade.

Online Quizzes (Individual): Every week, there will be an online quiz to test on weekly readings (10 questions or fewer per quiz). The quiz question formats will include multiple choice, true/false and matching. The quizzes must be completed individually. The time limit to complete each quiz will be 1-2 minutes per question on the quiz, depending on the type of question. Once you launch the quiz, it must be completed – you cannot return to it later. To ensure that you are not kicked out of the quiz, please use a wired internet connection. No grade adjustments will be made if a wireless connection is used and it cuts out during your quiz. Quizzes will be open on Tuesdays between 9:00am to 10:00pm ET – you may take your quiz at any point during that window.

Strategic HRM Workshop (Group): Students will be assigned into groups of 4-6 students by the third class. Each group will select a Strategic HRM topic, design and conduct an interactive workshop with the class. All students in the group must contribute to the design and delivery of the workshop. Even though it is delivered as a group, students will be assigned grades based on their individual performance during the workshop, when required. Further details will be posted on the course website.

Case Analysis (Pairs): Students will select a partner and work on responding to questions accompanying a case provided by the instructor. Each pairing must submit a typed analysis answering all case questions and following all formatting guidelines. Further details will be posted on the course website.

COURSE PROTOCOL

Course participation: This is a highly interactive course. It includes class discussion, readings, written papers, class activities and more. It requires students to attend class, remain current with assigned work, and contribute verbally during every class.

Missed Classes and assessments: Missed course work and attendance will be graded as zero. Exceptions for extreme circumstances such as illness and family emergency will be dealt with on a case-by-case basis. If approved, the missed grade weighting will be added to another element of the course or a new deadline will be scheduled. If you are ill, a doctor that first-hand witnessed your symptoms must complete the latest version of the University's Attending Physician's statement. This completed form must be submitted within 48 hours of missing the course work to the instructor at which time it will be reviewed.

Assessment Deadlines: All assignments must be submitted online through our course website by the deadline listed on the class schedule. Late assignments will not be accepted and will result in a grade of zero.

Assignment formatting & report citation style: All written assignments should follow the formatting and citation guidelines listed on the document named "Formatting Guidelines for Written Assignments". This document can be found on the course website. ***There will be grade deductions for instructions that are not followed.***

Email correspondence: All emails sent to course instructor must include the student's full name and course name. Anonymous emails will not receive a reply.