



York University - School of Human Resource Management

Course Outline

AP/HRM1000M Foundations Of Human Resource Management

Winter 2024

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: Wednesday Jan 10 – April 3, 2024

Time: 2:30pm – 5:30pm

Location: Joan & Martin Goldfarb Centre for Fine Arts (CFA) 312

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.

Last Day to Drop Without Receiving a Grade: March 11, 2024

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.

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. Students will develop an understanding of the various intellectual frames that inform the area of study.

Through a 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
Jan 10	1	Welcome and Overview	See class website	
17	2	HRM: Perspectives	See class website	
24	3	Academic Skills - Library Visit	See class website	
31	4	HRM as an Interdisciplinary Study and Writing Centre	See class website	Assignment # 1 Feb 4 11:59pm
Feb 7	5	Science versus Practice and Midterm Review	See class website	
14	6	Midterm Exam – in class	See class website	Midterm Exam – in class
21	Reading Week	No Class	No Class	No class
28	7	HRM's Role on Business	See class website	
March 6	8	HRM Role in Society	See class website	
13	9	Thinking Globally	See class website	
20	10	Current Events In HRM	TBD	Group Paper March 24 11:59 PM Role Plays
27	11	Role Plays	Role Plays	Role Plays
April 3	12	Role Plays	Role Plays	Role Plays

Evaluation Method

Assignment 10% Feb 4

Creating an APA Reference List – see e-class site.

Group Project – 30%

- a) Group Role Play 10%
- b) Group Research Paper 20%

You will self-select group members of 6-7 students. Please email me your group member names in the 3rd week of class.

Objective: To help you critically analyze a human resources management issue and recommend constructive improvements for an organization/industry.

Procedures: Each group should assume the stance of an outside consultant who has been called in to investigate the HRM issue of the organization/industry you selected. Your group should select articles, arrange for possible interviews, have media sources, annual reports etc... to explain the key issue(s) facing the organization/industry and recommend viable solution (s) for that organization/industry *Your recommendations cannot be generalized to the topic but must reflect the issues of the company/industry you are studying.*

Group Formation: The class will be asked to form groups of no less than six (6) people and no more than seven (7) people. Please submit a list of all members in your group, with your full names and student numbers by the end of the third class. Also choose a name for your group.

- *Group Role Play –*
Groups will be expected to construct a 'living' case from the information you found in your research. In other words, you have to bring your research alive through the construction of 'acts', 'vignettes' and other theatrical-type devices that bring the key points of your research to the attention of the class. You may build your 'theatre' around the characters. It is likely that in most cases a character you might want to introduce is an HR/Business consultant. As with all masterpieces you might want to introduce your role play with a prologue. 'Playing' the case enables you to feel what it is like to be in it. Be creative!

Logistics:

1. *The role play will be approx. 12-15 minutes.*
2. *No PowerPoint presentations unless:*
 - *It is an introduction slide.*
 - *Shows background scenery for your role play.*
 - *Includes concluding comments.*
3. *All group members must participate.*
4. *Any use of self-produced video or other videos will be limited to 2 minutes in duration.*

In cases where contributions of group members are in question, the instructor reserves the right to adjust the grade on the group role play accordingly for that student.

Group Research Paper

Your **group paper** should be 12 - 15 pages, excluding the bibliography (Arial or Times New Roman, 12 pitch, with 1" margins: double-spaced). Your paper will use the following chapter guidelines.

Part One: - Introduce the issue faced by the organization or industry.

Part Two: Your Research - Explain why the issue is of importance to the practice of human resources management within the organization or industry you researched. Identify the major stakeholders, employees, union etc. and how they are affected.

Part Three – Recommendations - Provide your solution(s), tool(s), to resolve these problems. *This solution/tool will be innovative and one that you have developed yourself. Be sure to include a concluding paragraph.*

There are multiple sources of information: the news/press, journals, managers and employees, your own experiences, academic and nonacademic journals. You must include a bibliography of articles cited, using the APA style. Your paper will be judged on style (grammar, etc.) and content (the extent and quality of your research, analysis, and recommendations).

Mid-Term Examination: 30% Feb 14 in-class only

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: 30% during final exam period

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.

