

HRM 1000, Fall 2024
Foundations in Human Resources Management

Administration

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Course Information

Course overview

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. They will gain an

understanding of the importance of how the science of HRM informs practice in today's landscape.

With a view toward exploring the relationship between science and practice, students will learn how to read and interpret information in a range of forms from academic writing to case studies, to publicly available media.

**Course
Format**

The format of HRM 1000 is best described as varied. The course will include a mix of case studies, readings, individual effort and group work. We will meet weekly for a three-hour session.

Resources

Readings

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

Course Requirements

Overview

Group project	20%
Midterm	30%
Peer learning activities	15%
Final exam	35%

Protocol

**Academic
Integrity**

The core principles of academic integrity – honesty, trust, fairness, respect and responsibility – should be in the forefront for all you do as a student, employee, and manager.

Please be reminded of York University's policies with respect to academic integrity. Violations of academic integrity are considered to be very serious and will be investigated in accordance with policy. The policy can be found at: <http://secretariat-policies.info.yorku.ca/policies/academic-honesty-senate-policy-on/>