



York University - School of Human Resource Management

Course Outline

AP/HRM1000A Foundations Of Human Resource Management

Fall 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: Tuesday Sept 10 – Dec 3, 2024

Time: 11:30pm – 2:30pm

Location: CLH - D (Curtis Lecture Halls)

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: Nov 8, 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

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	Topic	Readings	Due
Sept 10	Welcome and Overview Yesterday/Today and Tomorrow	See class website	
17	Yesterday/Today and Tomorrow	See class website	
24	Perspectives in HRM and Library Visit	See class website	
Oct 1	Disciplines in HRM	See class website	Assignment Oct 6 11:55pm
8	Science versus Practice and Midterm Review	See class website	
15	Reading Week No Class	No Class	No Class
22	Midterm Exam (take home – online – no class) Exam will be open from 9am. You must submit by 6pm.	See class website	Midterm Exam (take home – online – no class) Exam will be open from 9am. You must submit by 6pm.
29	HRM's Role on Business	See class website	
Nov 5	HRM Role in Society	See class website	
12	Review group paper outline	In class meeting with me	Paper Outline due in class
19	Thinking Globally/Current Events In HRM	See class website	
26	Review group paper draft	In class meeting with me	Paper Draft due in class
Dec 3	Final Exam Review		Dec 1 Paper Due

Evaluation Method

Assignment 15% Oct 6 11:55pm

This assignment will be discussed in class. Please see our class site for more information.

Group Research Paper 35%

<u>Item</u>	<u>Date</u>	<u>Weight</u>
Paper Outline:	Nov 19 in class only	5%
Paper Draft Review:	Nov 26 in class only	10%
Paper Due:	Dec 1 11:55pm	20%

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

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.

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.

Paper Outline: Nov 12 5%

Students will set up a time with me to review the outline/topic of your paper. (5-10 minutes)

Paper Draft: Nov 26 10%

Students will set up a time with me to review the draft of your paper. (5-10 minutes) I will not be reading every word. I just need to know the gist of where you stand about the topic you have selected and paper format.

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: online take home Oct 22, 2024 25%

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: 25% (During final exam period) Time and Date TBD

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.

