

# Course Outline: Spring 2025

# Strategic HRM 4410

**Course Instructor:** Lisa Violo

**Instructor Email:** violole@yorku.ca

## **REQUIRED COURSE TEXT:**

No required textbook. Required readings will be posted to the course website.

## **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 OBJECTIVE**

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.

## **WEIGHTING OF COURSE**

<b>Class Contribution (Individual)</b>	<b>25%</b>
<b>Weekly Online Quizzes (Individual)</b>	<b>25%</b>
<b>Strategic HRM Video (Group)</b>	<b>25%</b>
<b>Case Analysis (Group)</b>	<b>25%</b>
<b>TOTAL</b>	<b>100%</b>

## **COURSE ASSESSMENT DETAILS:**

**Class Contribution (individual):** Students are expected to contribute to class discussion online in a meaningful way. Meaningful participation demonstrates that you have completed the assigned coursework and thoughtfully reflected upon it. The instructor will post online discussion questions and activities that will count towards the class participation grade. If you are unsure how to contribute meaningfully, ask the instructor and review the class participation guideline chart posted on the course website.

**Online Quizzes (Individual):** Every week, there will be an online quiz to test on readings (10 questions or fewer per quiz). 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. 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 secure internet connection; grade adjustments will not be made if the internet cuts out during your quiz. Quizzes will be open on **Fridays between 1:00am to 11:00pm ET** – you may take your quiz at any point during that window.

**Strategic HRM Video (Group):** Students will be assigned into groups of 3-4. Each group will select a Strategic HRM topic, and create an engaging video. Further details will be posted on the course website.

**Case Analysis (Group):** Students will be assigned into groups of 4-6. They will work on responding to questions accompanying a case provided by the instructor. Each group 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

**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. 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.

**Assignment formatting & report citation style:** All written assignments should follow the formatting and citation guidelines listed on the document titled "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.