



York University - School of Human Resource Management

Course Outline

AP/HRM1000A Foundations Of Human Resource Management

Fall 2025

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 9 – Dec 2, 2025

Time: 11:30pm – 2:30pm

Location: DB0001

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 4, 2025

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 underline the study of human resource management. Theories from a range of fields across 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 related 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 9	Welcome and Overview Yesterday/Today and Tomorrow	See class website	
16	Yesterday/Today and Tomorrow	See class website	
23	Perspectives in HRM and Library Visit	See class website	
30	Disciplines in HRM	See class website	Assignment Oct 5 11:55pm
Oct 7	Science versus Practice and Midterm Review	See class website	
14	Reading Week, No Class	No Class	No Class
21	Midterm Exam (in class – laptop needed.)	See class website	Details will be on class website when ready
28	HRM's Role on Business	See class website	
Nov 4	HRM Role in Society	See class website	
11	Review group paper – in class	In class meeting with me	Paper outline/topic due in class
18	Thinking Globally	See class website	
25	Current Events In HRM		Group Paper Due Nov 30 11:55pm – one submission per group
Dec 2	Final Exam Review		

Evaluation Method

Assignment 5% Oct 5 11:55pm

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

Group Research Paper 30%

<u>Item</u>	<u>Date</u>	<u>Weight</u>
Paper Outline:	Nov 11 in class	5%
Paper Due:	Nov 30 11:55pm	25%

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: I will put students into groups via the e-class system after the second week of class. Information on how to contact your group members will also be posted.

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

Paper Outline/Topic: Nov 11 5%

Groups will meet with me in class to review the outline/topic of your paper. (5-10 minutes max)

Format

What is your topic and why is this important

How are the paper responsibilities broken down with due dates

Format for Final Group Paper:

- Cover Page - Name of students with student No. Title, course code and date. (1 page)
- An introduction/purpose/background of the problem of your paper (1.5 pages).
- Examination of the issue(s) faced by the organization and/or industry (8 - 9 pages).
- Your recommendations on how the industry/organizations can manage the issue(s) (2-3 pages)
- References (APA 7th edition) (1 – 2 pages) at least 10 references

Your **written paper** should be approx. 12 - 16 pages. (Arial or Times New Roman, 12 pitch, with 1" margins: double-spaced). You must include your references 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: Oct 21, 2025 30%

It is imperative that you attend the mid-term exam 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: 35% (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, presentations, presentations, 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. The School reserves the right to modify them to maintain high standards.

