

**York University School of Human Resource Management**  
**HRM 2600 – Human Resources Management<sup>1</sup>**

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Term	Section	Credits	Day/Time	Location
Fall 2025	B (ONL)	3.0	Not Applicable	Virtual/Online

**Dr. Souha R. Ezzedeen, Associate Professor of HRM**

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(Please email me directly and not through eClass.)

**Virtual Office Hours:** By appointment

**SECTION B (ONL) – Fall 2025**

HRM 2600/Section B is an ONLINE class with all materials, video recordings, assignments, and examinations available online on eClass. There will be no in-person activities on campus. The midterm takes place on **OCTOBER 20 2025 AT 7:00 PM – 8:30 PM**. Please ensure that you are able to make this date/time before signing up for the class. The date of the final examination will be posted as soon as it becomes available.

**CATALOGUE DESCRIPTION**

This course examines a number of issues in Canadian human resources management including human resources planning, recruitment, selection, performance appraisal, industrial relations, and training and development.

**COURSE MATERIALS**

**REQUIRED TEXT:** Singh, P., Risavy, S.D., Belcourt, M., Snell, S. A., Morris, S., & Morris, S.S. (2025). *Managing Human Resources, 11<sup>th</sup> Canadian edition*. Toronto, ON: Cengage Canada. ISBN: 9781778417924

- ➔ **Cost of print copy: CAD \$153.95+HST**
- ➔ **Older but still recent editions are acceptable.**
- ➔ **Used/second-hand copies permitted.**
- ➔ **The eBook will be accessible through eClass for free for a short period of time and then will continue to be accessible with purchase: CAD \$79 (tax exempt)**

**RECOMMENDED BOOK:** Klassen, T.R. & Dwyer, J.A. (2015). *How to succeed at university (and get a great job!): Mastering the critical skills you need for school, work, and life*. Vancouver, BC: UBC Press. [Click here to access your FREE copy](#).

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<sup>1</sup>**Note:** Information contained in this course outline is subject to change at any time, and the instructor reserves the right to make such changes, which will be announced in class and/or via broadcast e-mail.

**PPT SLIDES + RECORDED LECTURES:** There will be nine (9) PowerPoint presentation slides available for download as well as video recordings of these slides available for streaming from eClass. There will also be two (2) review slides, one for the midterm and one for the final.

***Please note that all class materials are copywritten and are not to be sold, shared, or posted on any kind of website or to any kind of profit-making or not-for-profit organization. Violating copyright presents a violation of academic honesty and will be reported and prosecuted.***

### **GRADING POLICIES**

<b>Grading Criteria</b>	<b>Weight (%)</b>
ONE Professional Event/Workshop Attendance	2%
NINE Reflection Assignments (2% each x 9)	18%
Midterm Examination	40%
Final Examination	40%
<b>TOTAL</b>	<b>100%</b>

#### **ONE Professional Event/Workshop Attendance (2%) – NO LATE SUBMISSIONS**

To encourage undergraduate students to engage with the many developmental opportunities available on/off campus, students will be given Pass/Fail credit for attending one professional event, workshop, or webinar *of their choice* during the semester in question – for example, a resume workshop hosted by the Career Centre, a job search event hosted by a student club such as the Human Resource Students Association (HRSA), or an online course on personal branding on LinkedIn Learning.

Attend one event any time during the semester, obtain proof of attendance, which could include but not limited to: electronic letter of registration, certificate, attestation of attendance, screenshot of registration etc. Upload your proof of attendance on eClass. As long as your evidence of attendance indicates 1) your name, 2) the event attended, and 3) date of the event, your submission should be fine. **Please do not ask us to review your evidence ahead of submission.**

#### **NINE (9 x 2% each) Reflection Assignments (18%) – NO LATE SUBMISSIONS**

Students will be given Pass/Fail credit for completing 9 reflection assignments. These will be answers to essay questions that require you to apply class learning. For each session, write a short reflection (not to exceed 250 words) connecting your personal or professional experience to the lessons and insights of the HR topics covered that week. It is encouraged that you draw on experiences from work/internships, volunteer activities, student clubs/teams, and any other relevant personal and professional experiences. Grading criteria include:

1. Demonstrate clear connections to HR concepts from the session.
2. Provide a concrete example or personal story.

3. Offer a short analysis of lessons learned or takeaways.
4. You can cite the textbook, the PPT slides, and any external sources. Cite all sources used.
5. Assignments are due no later than midnight on the date indicated.

### **Midterm and Final Examinations (80%)**

You will have two (2) examinations, a midterm examination (40%) and a non-cumulative final examination (40%), which will be held during the final examination period (NOTE: You will be tested on the material on reliability and validity in both the midterm and final). Examination content and format information is found on eClass.

**All exams take place on eClass. Please consult the course outline and/or eClass for date and time information. Ensure that you are present for these examinations, as there will be NO make-ups and NO exceptions:**

- Missed Midterms: Providing appropriate documentation for missing the midterm will result in a shifting of the weight to the final examination (now worth 80%).
- Missed Finals: Students unable to attend the final examination can apply for deferral and take their final examination at a later predetermined date.

### **ACADEMIC HONESTY & USE OF GENERATIVE AI IN HRM 2600**

***“The Policy on Academic Honesty is a reaffirmation and clarification for members of the University of the general obligation to maintain the highest standards of academic honesty. It outlines the general responsibility of faculty to foster acceptable standards of academic conduct and of the student to be mindful of and abide by such standards.”***

**All work should be completed by you and 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, assignments 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*.**

Students are encouraged to review the interactive online Tutorial on academic integrity.

### **A FEW MORE LINKS**

[Religious Observance](#)  
[Grade Scheme and Feedback Policy](#)  
[Student Rights and Responsibilities](#)  
[Student Accessibility Services](#)  
[SPARK – Academic Integrity Modules](#)  
[Student Counselling, Health & Well-being](#)  
[Alternate Exam/Testing Scheduling Centre](#)

## **CLASS SCHEDULE – SECTION B (ONLINE)**

### **Session 1: Week of Monday, September 1, 2025**

Course Introduction + Outline Overview

### **Session 2: Week of Monday, September 8, 2025**

- **PRE-RECORDED VIDEO + PPT:** 1. HRM and HR Strategy
- **Textbook:** Chapter 1 – The World of Human Resources Management
- **Textbook:** Chapter 2 – Strategy and Human Resources Planning
- **Experiential Assignment #1:** How have you seen HR policies and practices influence or hinder the success of an organization you know? Connect your personal or professional experience with that organization to what you have learned about HRM and HRM's strategic role in supporting organizational goals. (**E-Class Submission Deadline:** Friday, September 12 by 11:59 PM EST.)

### **Session 3: Week of Monday, September 15, 2025**

- **PRE-RECORDED VIDEO + PPT:** 2. Equity and Diversity in HRM
- **Textbook:** Chapter 3 – Equity, Diversity, and Inclusion: The Legal Environment
- **Experiential Assignment #2:** Describe a time when you witnessed or experienced a diversity, equity, or inclusion (DEI) issue in a workplace, school, or community setting. Describe how your experience connects to the lessons learned in the presentation on equity and diversity in HR practices? (**E-Class Submission Deadline:** Friday, September 19 by 11:59 PM EST.)

### **Session 4: Week of Monday, September 22, 2025**

- **PRE-RECORDED VIDEO + PPT:** 3. HR Planning, Work Design, and Job Analysis
- **Textbook:** Chapter 2 – Strategy and Human Resources Planning
- **Textbook:** Chapter 4 – Job Analysis and Work Design
- **Experiential Assignment #3:** Consider a job you have had, currently have, or that you are interested in pursuing. Describe how the job is designed in terms of its responsibilities, required skills, and work processes and explain how the job could be enriched or empowered. (**E-Class Submission Deadline:** Friday, September 26 by 11:59 PM EST.)

### **Session 5: Week of Monday, September 29, 2025**

- **PRE-RECORDED VIDEO + PPT:** 4. The Hiring Process
- **Textbook:** Chapter 5 – Expanding the Talent Pool: Recruitment and Careers
- **Textbook:** Chapter 6 – Employee Selection
- **Experiential Assignment #4:** Reflect on a hiring process you have been part of as an applicant, as a member of the hiring team, or have heard about from colleagues, friends, or fellow students. Which aspects of the HR hiring process were done well and which aspects could have been improved? (**E-Class Submission Deadline:** Friday, October 3 by 11:59 PM EST.)

**Session 6: Week of Monday, October 6, 2025**

- **Midterm Review Week (Presentations 1, 2, 3, and 4)**

**\*\*\* Fall Reading Week (October 11 - 17) \*\*\***

**Session 7: Week of October 20, 2025**

- **MIDTERM EXAMINATION ON ECLASS**
- **DATE: Monday October 20, 2025**
- **TIME: 19:00 – 20:30**

**Session 8: Week of Monday, October 27, 2025**

- **PRE-RECORDED VIDEO + PPT: 5. Training, Development, and Performance Appraisal**
- **Textbook: Chapter 7 – Training and Development**
- **Textbook: Chapter 8 – Performance Management**
- **Experiential Assignment #5:** Describe a situation where you participated in training OR where you received feedback on your performance. How effective was the training program or appraisal process? How did the training program or appraisal process affect your motivation, skills, and engagement? (**E-Class Submission Deadline:** Friday, October 31 by 11:59 PM EST.)

**Session 9: Week of Monday, November 3, 2025**

- **PRE-RECORDED VIDEO + PPT: 6. Total Compensation**
- **Textbook: Chapter 9 – Managing Compensation**
- **Textbook: Chapter 10 – Pay-for-Performance: Incentive Rewards**
- **Textbook: Chapter 11 – Employee Benefits**
- **Experiential Assignment #6:** Think about a job you held where the pay, benefits, and rewards received impacted your overall satisfaction and performance. Which elements of total compensation were most impactful and why? (**E-Class Submission Deadline:** Friday, November 7 by 11:59 PM EST.)

**Session 10: Week of Monday, November 10, 2025**

- **PRE-RECORDED VIDEO + PPT: 7. Promoting Safety and Health**
- **Textbook: Chapter 12 – Promoting Safety and Health**
- **Experiential Assignment #7:** Describe a situation where workplace health and safety procedures were either highly effective or inadequate. How does your example relate to the lessons learned in the occupational health and safety presentation? (**E-Class Submission Deadline:** Friday, November 14 by 11:59 PM EST.)

### **Session 11: Week of Monday, November 17, 2025**

- **PRE-RECORDED VIDEO + PPT:** 8. Employee Rights and Collective Bargaining
- **PRE-RECORDED VIDEO + PPT:** 9. International Human Resource Management
- **Textbook:** Chapter 13 – Employee Rights and Discipline
- **Textbook:** Chapter 14 – The Dynamics of Labour Relations
- **Textbook:** Chapter 15 – International Human Resources Management
- **Experiential Assignment #8:** Think of a workplace scenario that raised issues about employee rights, union involvement, or HR practices in an international context. Describe how your experiences connect to what we have learned about labour relations, collective bargaining, or the unique challenges of international human resource management. (**E-Class Submission Deadline:** Friday, November 21 by 11:59 PM EST.)

### **Session 12: Week of Monday, November 24, 2025**

- **Final Review Week (Presentations 5, 6, 7, 8, and 9)**
- **Experiential Assignment #9:** Reflecting on everything we have learned this semester, which HRM topic did you enjoy learning about the most and why? (**E-Class Submission Deadline:** Friday, November 28 by 11:59 PM EST.)

### **Session 13: FINAL EXAMINATION**

- **FINAL EXAMINATION ON ECLASS** (Exam will be held during final examination period)
- **DATE/TIME:** TBD
- **Professional event/workshop Assignment:** Submission of *attendance of one professional event/workshop*. (**E-Class Submission Deadline:** Friday, December 5 by 11:59 PM EST.)

☺ **THANK YOU AND HAVE A GOOD END OF SEMESTER** ☺