

**HRM 1000, Fall 2026**  
**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.

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.

**Learning Objectives** By the end of this course, students will be able to:

**Foundational Knowledge**

1. Explain how HRM is informed by multiple social science disciplines.
2. Describe key concepts from psychology, sociology, organizational theory, and employment law.

3. Identify how HR principles apply to real organizational scenarios.

### **Critical Thinking & Learning Skills**

4. Read, interpret, and critique academic and practitioner sources.
5. Demonstrate effective learning strategies, including note-taking, summarizing, and reflective writing.
6. Analyze workplace issues using multiple theoretical perspectives.

### **Contemporary HR Practice**

7. Describe how technological change, AI, and algorithmic systems shape HRM.
8. Evaluate ethical considerations in HR decision-making.
9. Connect HR theories to today's global and Canadian workplace trends.

**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** In-class learning and application activities: 15%  
Group project – HRM analysis project: 20%  
Midterm exam 30%  
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/>

**Weekly  
schedule**

- 1 – Welcome & overview; Introduction to HRM as Applied Scholarship
- 2 – Learning in University & Foundations of Critical Thinking
- 3 – The Worker: Psychological Foundations
- 4 – The Organization: Structure, Culture, and Strategy
- 5 – Employment Law & Ethics Foundations
- 6 – Midterm Exam
- 7 – The Paradox of HRM: Perspectives in Research & Practice
- 8 – Evidence-Based HRM: Bridging Science and Practice
- 9 – The Future of Work & Technological Change
- 10 – AI, Automation, and Algorithmic Management in HR
- 11 – Diversity, Equity, Inclusion & Belonging
- 12 – Exam preparation session