

Course Outline
HRM 2600 – Human Resources Management¹
Fall 2026 Section A

Course Director: Ayesha Tabassum, PhD, MIRHR

Email: atabass1@yorku.ca

Day/Time: Thursdays at 11:30 am

Location: DB0010 (Victor Phillip Dahdaleh Building)

Virtual Office Hours: By appointment (please email me)

Course Website: eClass (<https://eclass.yorku.ca/my/>)

Email Policy:

In the subject line, please include the course number and section (HRM 2600A).

Course Description and Learning Outcomes

Talent is an organization's most valuable resource, and aligning talent with business strategy is critical for creating a competitive advantage. This overview course introduces students to the function of Human Resources Management (HRM) and explores how the effective identification, allocation, and retention of talent drive organizational success. Students will examine how strategic decisions, including hiring, compensation, training, performance evaluation, and employee relations, allow an organization to distinguish itself from competitors and maximize the value of its workforce.

By the end of this course, students should be able to

- **Identify** the primary core functions and administrative practices of human resource management.
- **Explain** the strategic role and purpose of the human resource function within modern organizations.
- **Apply** human resource concepts to demonstrate how talent practices align with a company's business strategy.
- **Analyze** contemporary business events and organizational challenges from an HR professional's perspective.
- **Evaluate** human resource policies and practices to determine their alignment with organizational goals and legal compliance.
- **Formulate** a basic talent management initiative such as a recruitment plan or training program that directly supports a specified business strategy.

¹ Note: The instructor reserves the right to make changes in the information contained in this course outline at any time. Such changes will be announced in class/email/eClass.

Teaching Methods

This course will be delivered through weekly in-person lectures along with various modes of student engagement, including class participation (both tech-based and verbal), group work, and presentations.

Pre-requisites

Prerequisites: **AP/ADMS 1000 3.00**. Students in the BAS/BHRM programs, HRM Minor students, and Certificate students may take AP/ADMS 1000 3.00 concurrently with AP/HRM 2600 3.00. Students are responsible for ensuring that they have these required prerequisites, or they run the risk of being dropped from the course at any time during the term. Please contact the School of HRM in ATK 150 or via e-mail at lapsshrm@yorku.ca for all registration matters.

Course Materials

Required textbook: Singh, P., Risavy, S.D., Belcourt, M., Snell, S. A., Morris, S., & Morris, S.S. (2025). *Managing Human Resources*, 11th Canadian edition. Toronto, ON: Cengage Canada. ISBN: 9781778417924. The eBook is accessible through eClass. [Older but still recent editions are acceptable].

- ✓ PowerPoint slides for each lecture will be available on eClass for prior downloads.
- ✓ Additional reading materials may be uploaded to eClass.

Professional Conduct/Course Etiquette

Students must maintain professional, respectful behavior toward classmates and the instructor at all times. This includes practicing proper classroom and email etiquette, respecting professional boundaries, remaining positive and solution-oriented, demonstrating academic integrity, and fully following all course policies. Unprofessional/uncivil/disruptive behaviors listed below will not be tolerated and will result in grade penalties and, in severe cases, may lead to expulsion from the course/university.

- Writing rude e-mails
- Crossing the boundaries in student-professor relationships
- Consistently declining feedback
- Making unreasonable requests
- Violating course policies and standards

Course Evaluation

Component	Weight/Value	Due Date
Class Contribution	10%	Throughout the term
Individual Assignment	10%	Oct 9, 2026 (Friday, 11:59 pm)
Midterm Exam	25%	Oct 22, 2026
Team Case Analysis	20%	Dec 4, 2026 (Friday, 11:59 pm)
Final Exam	35%	TBA
Total		100%

*** Check important dates for add/drop/withdrawal of courses in the Registrar's Office site: <https://registrar.yorku.ca/enrol/dates/2026-2027/fall-winter>

Class Contribution

The objective is to demonstrate engagement in the course materials and lectures. All students are expected to participate in class discussions. During the classes, the students will be asked various types of questions. Additionally, students will be assigned various in-class exercises to encourage group discussions and teamwork. The in-class exercises will include problem-solving exercises (e.g., case studies) and presentations. **Class contribution marks are contingent on in-person lecture attendance. The students are not eligible to participate in class activities if they are absent.**

Individual Assignment

The student will choose a human resources management challenge to connect with one of the United Nations Sustainable Development Goals (SDG) and find 3 journal articles (from the recommended journal list on eClass) on this topic. The student will then write an essay explaining how the human resources management interventions help in addressing the SDG based on the arguments they find in the journal articles. Detailed instructions and a grading rubric will be available on eClass.

Team Case Analysis

The objective is to demonstrate and evaluate human resources management knowledge and skills at various points in time during the semester through lectures and other activities. The student teams will be assigned a Harvard Business Review (HBR) case by the course director, which the students need to assess, solve, and write a report. Each team may consist of four to five students. Detailed instructions on team case analysis, including case purchasing instructions, case analysis report instructions, and an evaluation rubric, will be available on eClass.

Midterm and Final Examinations

The objective of the examinations is to evaluate the human resources management knowledge and skills learned in this course. Information on exam format will be available on eClass before the exam. The students must write the examination **in person** on the scheduled day, time, and place. Please refer to the course schedule to learn the midterm date. There will be no alternative date for the midterm exam. Students who miss the final exam need to contact the undergraduate office of the School of Human Resource Management about deferral exams.

Late Assignments

Students are responsible for finding out the deadlines for assignments and presentations from the course outline and eClass. Late submission of assignments will be subject to a **penalty of 2% per day**. Students who anticipate difficulty meeting an assignment deadline should inform the instructor before the deadline (the only exception is serious illness with a doctor's note).

Course Schedule

Week/Date	Topic/Readings*
Week 1 - Sep 10	Introduction to the course Chapter 1 - The World of Human Resources Management
Week 2 - Sep 17	Chapter 3 - Equity, Diversity, and Inclusion: The Legal Environment
Week 3 - Sep 24	Chapter 2 - Strategy and Human Resources Planning Chapter 4 - Job Analysis and Work Design
Week 4 - Oct 1	Chapter 5 - Expanding the Talent Pool: Recruitment and Careers
Week 5 - Oct 8	Chapter 6 - Employee Selection
Oct 10-16	Fall Reading Week - No lecture
Week 6 - Oct 22	Midterm Chapters 1 - 6
Week 7 - Oct 29	Chapter 7 - Training and Development
Week 8 - Nov 5	Chapter 8 - Performance Management
Week 9 - Nov 12	Chapter 9 - Managing Compensation Chapter 10 - Pay-for-Performance: Incentive Rewards

Week 10 - Nov 19	Chapter 11 – Employee Benefits Chapter 12 – Promoting Safety and Health
Week 11 - Nov 26	Chapter 13 – Employee Rights and Discipline Chapter 14 – The Dynamics of Labour Relations
Week 12 – Dec 3	Chapter 15 – International Human Resources Management
Week 13 – Dec 10- Dec 23	Final Exam (Date will be announced on eClass)

*Topics and readings are subject to change.

Academic Policies and Information

Use of Generative AI in HRM 2600A

AI Policy: **Prohibited**

- Original Work Only: You must complete all assignments and tests individually without outside assistance.
- No Generative AI: Tools like ChatGPT are not permitted at any stage of your coursework.
- Ask First: Contact me directly if you are uncertain whether an online resource is acceptable.
- Consequences: Unauthorized AI use constitutes a breach of the Senate Policy on Academic Honesty.

Academic Integrity

Plagiarism and other academic offences will not be tolerated at York University. Academic discipline ranges from a mark of zero on an exam or assignment to dismissal from the University. For important information, see [York University's Academic Integrity website \(https://www.yorku.ca/unit/vpacad/academic-integrity/\)](https://www.yorku.ca/unit/vpacad/academic-integrity/).

See also the [SPARK student resources \(https://spark.library.yorku.ca/academic-integrity-what-is-academic-integrity/\)](https://spark.library.yorku.ca/academic-integrity-what-is-academic-integrity/) to learn about academic integrity. Also read <http://www.yorku.ca/univsec/policies/document.php?document=69>

Please review the interactive online tutorial on academic integrity:
<https://spark.library.yorku.ca/academic-integrity-what-is-academic-integrity/>

Writing/Citing/Bibliography Resources

- Learn about academic writing at [SPARK Academic Research Kit \(https://spark.library.yorku.ca/\)](https://spark.library.yorku.ca/).
- Learn to search [York University Library database \(https://spark.library.yorku.ca/research-strategies-searching-the-library-catalogue/\)](https://spark.library.yorku.ca/research-strategies-searching-the-library-catalogue/) to find peer-reviewed journal article.

Make sure to learn in-text citation and bibliography/reference list preparation to avoid the risk of plagiarism.

- [SPARK Student Resources: https://spark.library.yorku.ca/wp-content/themes/glendonits-spark-20151125/resources/APA%20Style%20Overview.pdf](https://spark.library.yorku.ca/wp-content/themes/glendonits-spark-20151125/resources/APA%20Style%20Overview.pdf)
- [APA 7th Edition Guidelines: https://apastyle.apa.org/style-grammar-guidelines/references/examples](https://apastyle.apa.org/style-grammar-guidelines/references/examples)
<https://apastyle.apa.org/style-grammar-guidelines/citations>
- Grade Scheme and Feedback Policy:
<http://secretariat-policies.info.yorku.ca/policies/grading-scheme-and-feedback-policy/>
- Deferred Standing Request for HRM courses:
<http://shrm.laps.yorku.ca/students/deferred-exam-request/>
- Alternate Exam/Testing Scheduling Centre:
<http://altexams.students.yorku.ca/>
- Religious Observance:
<https://w2prod.sis.yorku.ca/Apps/WebObjects/cdm.woa/wa/regobs>
- Student Rights and Responsibilities:
<http://oscr.students.uit.yorku.ca/student-conduct>
- Student Accessibility Services:
<https://accessibility.students.yorku.ca/>
- Student Papers & Academic Research Kit [SPARK]:
<https://spark.library.yorku.ca>
- Student Counselling & Development:
<https://counselling.students.yorku.ca/>

Thank You and Wish You All the Best for the Semester! 😊