

York University School of Human Resource Management
HRM 2600 – Human Resources Management¹

Term	Section	Credits	Day/Time	Location
Fall 2026	B (ONCA)	3.0	Not Applicable	Virtual/Online

Course Director:

Dr. Souha R. Ezzedeen, Associate Professor of HRM

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Teaching Assistant/Grader:

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(Please email Course Director and Teaching Assistant directly and not through eClass.)

Virtual Office Hours: By appointment

SECTION B (ONCA) – Fall 2026

HRM 2600/Section B is an ONCA class with all materials, video recordings, and assignments available online on eClass and examinations, including midterm and final examination held on campus. The midterm takes place on Monday **October 26, 2026, AT 19:00 – 20:30**. *Please ensure that you are able to make this date/time before signing up for the class.*

The date and location 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, 11th 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.**

¹**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.

➔ 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](#).

PPT SLIDES + RECORDED LECTURES: There are 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 copyrighted 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

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

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, *including* references) 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 campus. Please consult the course outline and/or eClass for date, time, and campus location 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. Deferred examinations can be written or oral, at the discretion of the instructor.

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 (ONCA)

Session 1: Week of Monday September 07, 2026

Course Introduction + Outline Overview

Session 2: Week of Monday September 14, 2026

- **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 18 by 11:59 PM EST.)**

Session 3: Week of Monday September 21, 2026

- **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 25 by 11:59 PM EST.)**

Session 4: Week of Monday September 28, 2026

- **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, October 02 by 11:59 PM EST.)**

Session 5: Week of Monday October 05, 2026

- **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 9 by 11:59 PM EST.)**

***** Fall Reading Week (October 12 - 16) *****

Session 6: Week of Monday October 19, 2026

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

Session 7: Week of Monday October 26, 2026

- MIDTERM EXAMINATION ON CAMPUS
- DATE: Monday October 26, 2026
- TIME: 19:00 – 20:30

Session 8: Week of Monday November 2, 2026

- 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, November 6 by 11:59 PM EST.)

Session 9: Week of Monday November 9, 2026

- 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 13 by 11:59 PM EST.)

Session 10: Week of Monday November 16, 2026

- 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 20 by 11:59 PM EST.)

Session 11: Week of Monday November 23, 2026

- **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 27 by 11:59 PM EST.)**

Session 12: Week of Monday November 30, 2026

- **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, December 4 by 11:59 PM EST.)**

Session 13: FINAL EXAMINATION

- **FINAL EXAMINATION ON CAMPUS**
- **ECLASS (Exam will be held during final examination period – Dec 10-23)**
- **DATE/TIME: TBD**
- **Professional event/workshop Assignment:** Submission of *attendance of one professional event/workshop*. **(E-Class Submission Deadline: December 04 by 11:59 PM EST.)**

☺ THANK YOU AND HAVE A GOOD END OF SEMESTER ☺