

COURSE SYLLABUS



COURSE TITLE: BUS 210 HR Management Foundations
CLASS SECTION: D02
TERM: Winter 2023
COURSE CREDITS: 3
DELIVERY METHOD(S): Online, asynchronous – 14 Weeks

Camosun College campuses are located on the traditional territories of the Lək̓ʷəŋən and W̱SÁNEĆ peoples. We acknowledge their welcome and graciousness to the students who seek knowledge here.
Learn more about Camosun's [Territorial Acknowledgement](#).

For COVID-19 information please visit <https://legacy.camosun.ca/covid19/index.html>.

Camosun College requires mandatory attendance for the first class meeting of each course. If you do not attend, and do not provide your instructor with a reasonable explanation in advance, you will be removed from the course and the space offered to the next waitlisted student.

INSTRUCTOR DETAILS

NAME: Sonja Kennedy
EMAIL: kennedys@camosun.ca
HOURS: Please email me for an appointment on Collaborate – please meet me in the Office Hours folder at your confirmed appointment time

As your course instructor, I endeavour to provide an inclusive learning environment. However, if you experience barriers to learning in this course, do not hesitate to discuss them with me. Camosun College is committed to identifying and removing institutional and social barriers that prevent access and impede success.

CALENDAR DESCRIPTION

In this course, students survey the functions of human resource management (HRM) and the strategic role HRM plays in supporting today's diverse and inclusive workplaces. Students explore key HRM topics including the HRM profession, legal and ethical framework, job analysis and design, recruitment, selection and retention, orientation and training, performance management, total rewards, health, safety and wellness and employee relations. Students practice the roles and responsibilities of HR professionals, with a focus on developing the necessary competencies for building effective working relationships within HR teams and with supervisors, clients, and organizational leadership.

PREREQUISITE(S)

Must be completed prior to taking this course. **One** of:

• C in English 12	• C in ENGL 091 and ENGL 093	• C in ENGL 142
• C in English Studies 12	• C in ENGL 092 and ENGL 094	• C in ELD 092 and ELD 094
• C in English 12 First Peoples	• C in ENGL 092 and ENGL 096	• C in ELD 097
• C in Literary Studies 12	• C in ENGL 103 and ENGL 104	• C in ELD 103 and ELD 104

CO-REQUISITE(S)

Must be taken at the same time **or** before this course. **One** of:

• BUS 150	• SPEX 150	• A bachelor degree from a recognized post-secondary institution
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COURSE LEARNING OUTCOMES / OBJECTIVES

1. Describe the role of human resource management as a strategic contributor to organizational objectives and global business management.
2. Critically analyze employment legislation and legal concepts in relation to human resources management.
3. Identify and explain human resource management activities such as planning, recruitment, selection, performance management, training and retention that support engaged, diverse, and inclusive workplaces.
4. Define and describe the complex processes of employer-employee and labour relations.
5. Conduct, analyze and synthesize research in the development of recruitment and selection processes including job analysis and job design.
6. Work collaboratively in a team to critically analyze and develop recommendations to address human resources issues.

REQUIRED MATERIALS & RECOMMENDED PREPARATION / INFORMATION

Peacock, M. Stewart, E. and Belcourt M. (2020). *Understanding Human Resources: A Canadian Perspective*. Toronto, Ontario: Nelson Publishing.

CPHR BC & Yukon. (2016). Code of Ethics & Rules of Professional Conduct. <https://cphrbc.ca/cphr/i-am-a-cphr/cphr-policies/>

CASE STUDY - Hewans, Kevin. (2009). Kyle Evans at Ruffian Apparel: Ivey Publishing. (Instructions to purchase the case are in the News section on D2L.)

COURSE SCHEDULE, TOPICS, AND ASSOCIATED PREPARATION / ACTIVITY / EVALUATION

The following schedule and course components are subject to change with reasonable advance notice, as deemed appropriate by the instructor.

Week/ Dates	Topic	Readings	Activities/Assessments	Due Dates
Week 1 Jan 10 & 12	HRM: Why does it matter?	Ch. 1	Introductions, expectations and course overview	Introduction due by 5 pm (PT) Jan 12
Week 2 Jan 17 & 19	Legal framework for HRM	Ch. 2	Case study teams formed	
Week 3 Jan 24 & 26	Legal framework, cont. Ethical framework for HRM	Ch. 2 CPHR Code of Ethics		
Week 4 Jan 31 & Feb 2	Diversity & Inclusion	Ch. 2	Case Presentation Team A Legal Issues/ Diversity & Inclusion Quiz 1: Strategic HR, Operating within legal framework & Diversity/ Inclusion	Due Feb 5 11:59 pm Open Feb 3 at noon to Feb 5 at noon. 80 minutes to complete; One attempt only.
Week 5 Feb 7 & 9	Job Analysis	Ch. 4	Case Presentation Team B Job Analysis	Due Feb 12 11:59 pm
Week 6 Feb 14 & 16	Planning, Recruitment & Selection	Ch. 5	Assignment: Job Design Part I Case Presentation Team C HR Planning	Due Feb 16 @ 11:59 pm Due Feb 19 11:59 pm
Week 7	Reading Break: February 21-24			
Week 8 Feb 28 & Mar 2	Planning, Recruitment & Selection	Ch. 5	Case Presentation Team D Recruitment & Selection Quiz 2: Job Analysis, Planning, Recruitment & Selection	Due Mar 5 11:59 pm Open Mar 3 at noon to Mar 5 at noon (80 min)

Week 9 Mar 7 & 9	<ul style="list-style-type: none"> • Orienting, Training & Developing Employees • Managing Employee Performance 	Ch. 6 Ch. 7	<p>Assignment: Job Design Part II</p> <p>Case Presentation Team E Orienting, Training & Developing, and</p> <p>Case Presentation Team F Managing Employee Performance</p>	<p>Due Mar 7 11:59pm</p> <p>Due Mar 9 11:59 pm</p> <p>Due Mar 11 11:59 pm</p>
Week 10 Mar 14 & 16	Rewarding & Recognizing	Ch. 8	Quiz 3: Orienting/ Training/Developing, and Managing Performance and Rewards/Recognition	Open Mar 17 at noon to Mar 19 at noon (80min)
Week 11 Mar 21 & 23	Health and Safety	Ch. 3	Case Presentation Team G Rewarding and Recognizing	Due Mar 26 11:59 pm
Week 12 Mar 28 & 30	Employee Relations	Ch. 9		
Week 13 Apr 4 & 6	Employee and Labour Relations	Ch. 10	<p>Assignment: Job Design Part III</p> <p>Case Presentation Team H Employee Relations</p>	<p>Due Mar 28 11:59pm</p> <p>Due April 8 11:59 pm</p>
Week 14 Apr 11 & 13	Labour Relations	Ch. 10	Quiz 4: Health/Safety, Employee Relations & Labour Relations	Open April 13 at noon to April 15 noon (80 min)

Students registered with the Centre for Accessible Learning (CAL) who complete quizzes, tests, and exams with academic accommodations have booking procedures and deadlines with CAL where advanced noticed is required. Deadlines scan be reviewed on the [CAL exams page](http://camosun.ca/services/accessible-learning/exams.html). <http://camosun.ca/services/accessible-learning/exams.html>

EVALUATION OF LEARNING

DESCRIPTION	WEIGHTING
Job Design Assignment (Individual) <ul style="list-style-type: none"> • Job Analysis Questionnaire • Job Description, KSA, and Organization Chart • Recruitment and Selection Plan 	<p>5%</p> <p>10%</p> <p>15%</p>
Team Assignment <ul style="list-style-type: none"> • Mini Case Study (Group Presentation) 	10%
Quizzes and Exams	60%

• 4 comprehensive quizzes worth 15% each	
	TOTAL
	100%

If you have a concern about a grade you have received for an evaluation, please come and see me as soon as possible. Refer to the [Grade Review and Appeals](#) policy for more information.

COURSE GUIDELINES & EXPECTATIONS

See the course D2L site for assignment instructions and grades, rubrics, course materials, and handouts for class. Important information will be posted in the course **News**; ensure you read each item. Due date reminders also appear on the course home page. If you have any questions or concerns, please ask!

SCHOOL OR DEPARTMENTAL INFORMATION

[School of Business Academic Honesty Guidelines](#)

The School of Business is committed to promoting competence, professionalism and integrity in our students and developing their core skills to succeed throughout their academic programs and in their careers. The purpose of these guidelines is to provide clear expectations of appropriate academic conduct and to establish processes for discipline in appropriate circumstances. It is the **student's responsibility** to become familiar with the [guidelines](#), definition, and consequences of academic dishonesty.

[School of Business Academic Honesty Guidelines](#)

Acts of academic dishonesty include, but are not limited to:

- Using the exact words of a published or unpublished author without quotation marks and without referencing the source of these words.
- Duplicating a table, graph, or diagram, in whole or in part, without referencing the source.
- Paraphrasing the ideas of another person, whether written or verbal, without referencing the source.
- Providing answers to another student in any test, examination, or take-home assignment.
- Taking unauthorized materials into an examination or test.
- Submitting the same paper or portions thereof for more than one assignment in different courses without the instructor's permission.

If you are uncertain or have any questions regarding academic integrity, please do not hesitate to discuss these with your instructor.

Assignments & Exams

Assignment Formatting

The School of Business uses **APA style** for formatting assignments and citing references. Proper citations and formatting using APA style will be required. See <https://camosun.libguides.com/apa7>

- *Submit all assignments into the D2L drop box by your last name.*
 - *In text citations for quotes, paraphrasing, and references must be consistent with APA standards.*
 - *Grammar, spelling, style and APA formatting, citations and referencing will be assessed in your mark.*
 - **All submitted work must be properly referenced to sources.**
- a. Students must submit their assignments on the due date. A grade of zero will be assigned to late submissions. There are no additional assignments or make up exams of any kind if you performed poorly on an assignment, midterm or final exam.
 - b. **EXAM DATES WILL NOT BE RESCHEDULED.** Non-attendance on scheduled exam dates results in a zero grade. Exceptions will be made only for medical reasons or extenuating circumstances which must be submitted and then accepted by the instructor. Please advise your instructor **promptly**.
 - c. Students registered through the [Centre for Accessible Learning \(CfAL\)](#) should discuss timelines with their instructors **at the beginning of each semester**.
 - d. Medical notes must be dated, signed, and be written on letterhead or prescription paper imprinted with the physician's name and address. Notes from RNs, chiropractors, massage therapists, etc., will not be accepted. Electronic notes will not be accepted. Medical documentation must be received no later than 1 week after the student's absence.
 - e. Unless otherwise specified, you are to submit your own work, any work collaborated (unless permitted by the course) will be considered in violation of the College's [Student Conduct Policy](#).

STUDENT RESPONSIBILITY

Enrolment at Camosun assumes that the student will become a responsible member of the College community. As such, each student will display a positive work ethic, assist in the preservation of College property, and assume responsibility for their education by researching academic requirements and policies; demonstrating courtesy and respect toward others; and respecting expectations concerning attendance, assignments, deadlines, and appointments.

SUPPORTS AND SERVICES FOR STUDENTS

Camosun College offers a number of services to help you succeed in and out of the classroom. For a detailed overview of the supports and services visit <http://camosun.ca/students/>.

Support Service	Website
Academic Advising	http://camosun.ca/advising
Accessible Learning	http://camosun.ca/accessible-learning
Counselling	http://camosun.ca/counselling
Career Services	http://camosun.ca/coop

Support Service	Website
Financial Aid and Awards	http://camosun.ca/financialaid
Help Centres (Math/English/Science)	http://camosun.ca/help-centres
Indigenous Student Support	http://camosun.ca/indigenous
International Student Support	http://camosun.ca/international/
Learning Skills	http://camosun.ca/learningskills
Library	http://camosun.ca/services/library/
Office of Student Support	http://camosun.ca/oss
Ombudsperson	http://camosun.ca/ombuds
Registration	http://camosun.ca/registration
Technology Support	http://camosun.ca/its
Writing Centre	http://camosun.ca/writing-centre

If you have a mental health concern, please contact Counselling to arrange an appointment as soon as possible. Counselling sessions are available at both campuses during business hours. If you need urgent support after-hours, please contact the Vancouver Island Crisis Line at 1-888-494-3888 or call 911.

COLLEGE-WIDE POLICIES, PROCEDURES, REQUIREMENTS, AND STANDARDS

Academic Accommodations for Students with Disabilities

The College is committed to providing appropriate and reasonable academic accommodations to students with disabilities (i.e. physical, depression, learning, etc). If you have a disability, the [Centre for Accessible Learning](#) (CAL) can help you document your needs, and where disability-related barriers to access in your courses exist, create an accommodation plan. By making a plan through CAL, you can ensure you have the appropriate academic accommodations you need without disclosing your diagnosis or condition to course instructors. Please visit the CAL website for contacts and to learn how to get started:

<http://camosun.ca/services/accessible-learning/>

Academic Integrity

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.13.pdf> for policy regarding academic expectations and details for addressing and resolving matters of academic misconduct.

Academic Progress

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.1.pdf> for further details on how Camosun College monitors students' academic progress and what steps can be taken if a student is at risk of not meeting the College's academic progress standards.

Course Withdrawals Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.2.pdf> for further details about course withdrawals. For deadline for fees, course drop dates, and tuition refund, please visit <http://camosun.ca/learn/fees/#deadlines>.

Grading Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.5.pdf> for further details about grading.

Grade Review and Appeals

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf> for policy relating to requests for review and appeal of grades.

Mandatory Attendance for First Class Meeting of Each Course

Camosun College requires mandatory attendance for the first class meeting of each course. If you do not attend, and do not provide your instructor with a reasonable reason in advance, you will be removed from the course and the space offered to the next waitlisted student. For more information, please see the “Attendance” section under “Registration Policies and Procedures” (<http://camosun.ca/learn/calendar/current/procedures.html>) and the Grading Policy at <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.5.pdf>.

Medical / Compassionate Withdrawals

Students who are incapacitated and unable to complete or succeed in their studies by virtue of serious and demonstrated exceptional circumstances may be eligible for a medical/compassionate withdrawal. Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.8.pdf> to learn more about the process involved in a medical/compassionate withdrawal.

Sexual Violence and Misconduct

Camosun is committed to creating a campus culture of safety, respect, and consent. Camosun’s Office of Student Support is responsible for offering support to students impacted by sexual violence. Regardless of when or where the sexual violence or misconduct occurred, students can access support at Camosun. The Office of Student Support will make sure students have a safe and private place to talk and will help them understand what supports are available and their options for next steps. The Office of Student Support respects a student’s right to choose what is right for them. For more information see Camosun’s Sexualized Violence and Misconduct Policy: <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.9.pdf> and camosun.ca/sexual-violence. To contact the Office of Student Support: oss@camosun.ca or by phone: 250-370-3046 or 250-3703841

Student Misconduct (Non-Academic)

Camosun College is committed to building the academic competency of all students, seeks to empower students to become agents of their own learning, and promotes academic belonging for everyone. Camosun also expects that all students to conduct themselves in a manner that contributes to a positive, supportive, and safe learning environment. Please review Camosun College’s Student Misconduct Policy at <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.5.pdf> to understand the College’s expectations of academic integrity and student behavioural conduct.

Changes to this Syllabus: Every effort has been made to ensure that information in this syllabus is accurate at the time of publication. The College reserves the right to change courses if it becomes necessary so that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.