

COURSE SYLLABUS



COURSE TITLE:	Current Trends in Human Resources Management
CLASS SECTION:	BUS 440-001
TERM:	Fall 2023
COURSE CREDITS:	3
DELIVERY METHOD(S):	Face to Face – 14 Weeks

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

INSTRUCTOR DETAILS

NAME:	Allison Betton (she/her/hers)
EMAIL:	bettona@camosun.ca
OFFICE:	CBA 230
HOURS:	Tuesdays, 4:30 – 5:30 p.m. or by appointment

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

Students of Human Resource Management (HRM) and Leadership studies will build upon existing knowledge from previous courses, by focusing on key contemporary issues and trends in the study and practice of managing human resources and leadership. They will explore contemporary and crucial organizational issues through a practical and academic lens. Learners will think analytically and critically about some of the more popular solutions offered to the developing challenges of managing people in the workplace and propose new solutions to these concerns.

PREREQUISITE(S):

“C” in BUS 214 and a minimum of four courses selected from BUS 310, 311, 312, 313, 315, 318, 322, 325, 421 or 485

COURSE LEARNING OUTCOMES / OBJECTIVES

Upon successful completion of this course a student will be able to:

1. Use evidence and organizational based research to describe and discuss key issues and trends associated with current debates in HRM and leadership;
2. Identify the perspectives of key stakeholders in the theory and practice of HRM
3. Critically analyze contemporary HRM research and practices in order to identify the strategic and longer term impacts of current trends on Human Resources Management practice and policy.

REQUIRED MATERIALS & RECOMMENDED PREPARATION / INFORMATION

Readings to be assigned by the instructor, and resources and materials will be consulted and gathered as the course progresses. Students will need to access the HR Reporter and People Talk (accessed through HRMA). Student membership to CPHR BC and Yukon, Victoria Chapter is strongly recommended to assist with success in this course.

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.

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 can be reviewed on the [CAL exams page](http://camosun.ca/services/accessible-learning/exams.html). <http://camosun.ca/services/accessible-learning/exams.html>

Week/ Date	Topic(s)	Readings	In Class Activities	Assessments	Due Date
Week 1 Sept 5	Intro to the course HR Trends discussion	View weekly responsibilities on D2L under Content	HR Trends groups report out		
Week 2 Sept 12	Research methods, annotated bibliographies; video ideas		Guest speaker: Margie Clarke, librarian	Submit question for Truth and Reconciliation guest speaker	By 11:59 p.m. Sept 13
Week 3 Sept 19	Speaker Series 1 - Truth and Reconciliation in our workplaces		Guest speaker: TE,LI,MET,XTEN Glenn Jim	Submit question for workplace leader panel	By 11:59 p.m. Sept 20
Week 4 Sept 26	Speaker Series 2 - Workplace leaders		Speaker panel	Submit 1 st Reflection	Due within 48 hours following this class (10%)
Week 5 Oct 3	Informative Videos		Watch/discuss videos and trends	Post Informative video in discussion	Post by noon on day of class (15%) Symposia group formation
Week 6 Oct 10	Research week			Submit Annotated Bibliography	Due by 11:59 p.m. Oct 12 (15%)
Week 7 Oct 17	Outline Creation		Groups meet	Submit question for legal guest speaker Submit Outline	By 11:59 p.m. Oct 18 Due at noon Oct 20 (10%)
Week 8 Oct 24	Speaker Series 3 - Legal Lens		Guest Speaker, Ross Alexander	Submit question for HR grad panel	By 11:59 p.m. Oct 25
Week 9 Oct 31	Speaker Series 4 - Camosun HR graduate panel		<ul style="list-style-type: none"> Speaker panel Symposia order set in class 	Submit 2 nd Reflection	Due within 48 hours following this class (10%)
Week 10 Nov 7	Symposium Prep and Dress Rehearsals				

Week 11 Nov 14	Symposia and Debrief				
Week 12 Nov 21	Symposia and Debrief				
Week 13 Nov 28	Symposia and Debrief				
Week 14 Dec 5	Wrap-up, Q&A, & Symposia Awards				

EVALUATION OF LEARNING

DESCRIPTION	WEIGHTING
Individual Assignments <ul style="list-style-type: none"> • Reflection on guest speaker/speaker panel (2 @ 10%) • Annotated bibliography • Informative Video • Class contribution (Speaker Series – submit one new question per speaker topic) • Symposia Contribution 	20% 15% 15% 5% 5%
Team Assignment <ul style="list-style-type: none"> • Symposium outline • Symposium (talk or workshop or debate followed by Q&A) 	10% 30%
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.
<http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf>

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

Mandatory Attendance at the First Class

Students are required to attend the first class meeting of each course. If a student does not attend and does not contact the instructor prior to the first class with a satisfactory explanation, they forfeit their seat in the course and may be de-registered.

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
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](http://camosun.ca/services/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.

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.

Looking for other policies?

The full suite of College policies and directives can be found here: <https://camosun.ca/about/camosun-college-policies-and-directives>

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.