

COURSE SYLLABUS



COURSE TITLE:	BUS 440 – Current Events in HR
CLASS SECTION:	001
TERM:	W2022
COURSE CREDITS:	3
DELIVERY METHOD(S):	In class and on campus

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](#).

For COVID-19 information please visit <https://camosun.ca/about/covid-19-updates>

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: Karen Stephens
EMAIL: stephens@camosun.bc.ca
OFFICE: CBA 222
HOURS: Tuesdays, 4:30-5:30pm

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

- 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 a requirement to be successful 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.

WEEK	TOPIC (Guideline)	ACTIVITIES
1 Jan. 11	Introduction to course HR In the News – Current Events	Human Capital Trends – Deloitte
2 Jan. 18	National HR Matters/Issues History of Canada’s Indigenous People and Connection to Work	<i>Guest Speaker</i> Articles/Reading: See D2L Reflection: Due to D2L
3 Jan. 25	Local HR Matters/Issues Employment Law Update HR Manager/HR Lead Panel	<i>Guest speakers</i> Article Reading: See D2L Reflection: Due to D2L
4 Feb. 1	Global HR Matters/Issues Managing a Global Workforce	<i>Guest Speakers</i> Articles Reading: See D2L Reflection: Due to D2L
5 Feb. 8	Research Methods and Sources Annotated Bibliographies	Librarian – Research activity <u>Speaker Topic Summary due</u>
6 Feb. 15	Research Week - Literature and Organizations – ONLINE	On-line research to produce an Annotated Bibliography and Organizational best practices presentation
7 Feb. 22	READING BREAK	
8 Mar. 1	Research Informing Practice Video as a Medium	<u>Annotated Bibliography Due</u>
9 Mar. 8	Organizations and Best People Practices	<u>Symposium Proposal due</u> Group Presentations
10 Mar. 15	Expert Talk Review and Analysis Symposium Prep	<u>“Expert Talk” Video due</u> Sharing videos with classmates Symposium Presentation prep

11 Mar. 22	Symposium Presentations	
12 Mar. 29	Symposium Presentations (Remote)	
13 Apr. 5	Symposium Presentations	
14 Apr. 12	Wrap Up and What I Learned Speaker: TBA	<u>Symposium Analysis and Class Reflection due</u>

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>

EVALUATION OF LEARNING

(a)	Team Assignments		Due Dates
	Symposium Proposal	5%	March 8
	Symposium Presentation	30%	As scheduled
(b)	Individual Assignments		
	Speaker Series Reflections – D2L (X 3)	5%	Within 2 days of presentation
	Speaker Topic Summary	10%	February 8
	Annotated Bibliography	15%	March 1
	HR Trends Expert Talk (video)	15%	March 15
	Individual Symposium Analysis & Learning Reflection	10%	April 12
	Contribution to Classroom Culture	10%	All semester ☺

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](http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf) policy for more information.
<http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf>

ASSIGNMENTS

1. Speaker Topic Summary - 10%

There are three consecutive weeks of speakers in the early part of this class to set the context for exploring current events from a local, national and then global perspective. The Speaker Topic Summary assignment is designed to allow you to compare and contrast the messages of the speakers and to think critically about the issues/matters presented as well as discussing links, similarities and differences. Your speaker summary is to be 2-3 pages. The Summary will be uploaded to the designated Dropbox in D2L by the date indicated, as well as to the appropriate Discussion forum to share with your classmates. Your focus needs to be on the topics/issues NOT the speakers. Treat the speakers like a valued and credible source, the way you would any source consulted. This will be a formal writing assignment and needs to honour academic writing and APA formatting conventions.

2. Annotated Bibliography - 15%

As a way to begin to build and share deeper knowledge on current HR issues/matters/events, you will complete an Annotated Bibliography on a topic or topics of your choice from the list provided, including topics discussed in class with invited guests. Your Annotated Bibliography is to include 15 sources. This is an individual assignment and is designed to help you and your classmates learn about and assess a topic more deeply by locating relevant and current sources and in preparation to inform your video assignment and your Symposium presentation. Your submission needs to have a minimum of two and maximum of three themes/topics. You will share your Annotated Bibliography with your classmates on D2L to help build group knowledge of a variety of related topics. Please use headings/sub-headings to organize the content/topics for your audience.

Annotated Bibliographies are created based on legitimate and credible research and serve to prove you have done this research. They provide a summary/brief discussion on the central theme and scope of each source you have consulted. Additionally, they allow other readers to refer to an entry in your submission and then go look up the material themselves. Each entry will be accompanied by a detailed explanation of the content (summary) of the source, a discussion about its usefulness, and a recommendation about the validity/credibility of the source's information and whether the information is useful or not.

Each annotation should include:

- Full CITATION: include a complete and formal citation in APA format, including either permalinks or active weblink links accessible by others
- SUMMARY: Several sentences summarizing the main points presented
- SOURCE TYPE: Include a statement about the type of source (scholarly article, article in a trade publication or professional magazine, credible website or chapter from a book)
- ASSESSMENT and your NOTES: A sentence or two or three on the relevance for you, in terms of the value and relevance of your source as well as the connection to your research topic and how you plan to use the source

3. HR Trend Analysis Expert Talk (Video) – 15%

Video is becoming the new media in business and in HR – in particular with attracting top talent. You will produce a short (5-6 minute) research-based educational and professional video on a topic you choose that is related to a trend in HR. Your video will be designed to educate an audience on a topic which you have researched and learned about based on the topics provided on the list, the local, national and global speakers, information gathered from creating your annotated bibliography and the research you do on local, national or global organizations. You will need to create a structured process which will include planning and writing a script, planning for visual aids to help convey your message, thoughtfully planning for the technical aspects (staging, including consciously selecting a professional setting and background, filming, editing and producing the final product, perhaps using Youtube or some other video sharing product/program).

A second option, and to stay consistent with emerging trends in HR, specifically in the recruiting process, you may choose to create a professional 4 minute video that will showcase who you are, what you have to offer an organization and why an organization should hire you for an HR position. This can simulate a video interview, an emerging trend in Talent Acquisition. All videos will be shared with your classmates.

4. Symposium Presentations - 30%

In small teams (3 or 4), you will organize and deliver an interactive symposium presentation to be held on one of the three scheduled dates towards the end of the semester. Your instructor will be responsible for the scheduling so you will need to be prepared to present on any of the three dates listed on the course outline. Your 45-minute symposium presentation will inform and educate a **public** audience on a local, national or global Human Resources issue. Each member of your team must have a visible and meaningful role in the presentation. Your team could choose to conduct the symposium in any of the following ways:

- 1) A formal presentation with each group member presenting one aspect/theme of the topic
- 2) Conduct a debate between opposing or differing perspectives on a topic – by first providing a comprehensive overview on the topic and its impact on HR
- 3) Deliver a “workshop” with learning activities/exercises designed to increase knowledge on your topic
- 4) Arrange for a guest speaker/subject expert or a leader in the HR field to assist in the presentation by speaking/presenting on an aspect of your topic
- 5) Use multi media (webcasts, TED Talk, podcast, YouTube) to assist in teaching your audience about your topic

All symposium presentations must include or be followed by an interactive question and answer activity to ensure audience interaction/involvement. This will be a **public event** - audience members for your symposium presentation will be provided by you. Each team member needs to recruit a minimum of 2 audience members from your life/networks/other classes. Everyone is required to attend all scheduled symposium presentations so your classmates will also act as your audience.

The process will unfold as follows:

Step 1 – Submit a proposal to your instructor by March 8, 2022 outlining the topic chosen by your group, along with 3-4 specific references/sources you plan to consult and the media you plan to use

Step 2 – Once the proposal has been approved, you will then be assigned a presentation date and you can begin the planning of your symposium

Step 3 – Be ready in the March 15th class to make the final preparations for your team’s presentation. You will submit the plan for your 45-minute presentation to your instructor, including a presentation outline and any media support you plan to use

Step 4 – Conduct your presentation AND be “present” for all other presentations.

Step 5 – Submit powerpoint and/or other media along with speaking notes to your instructor, along with a group assessment on how you did.

Step 6 – Prepare Symposium Analysis and Learning Reflection as described below.

Possible Topics for Symposium Presentations

Local/Provincial

Respectful Workplaces
Privacy
Legislation Compliance
Remote Work
Labour Market Shifts
Work/Life Fit
Workplace Mental Health
Pay Equity
Wellness

National

Privacy
Workplace Mental Health
Labour Market State
Human Rights - Discrimination
Sustainability in HR
Diversity & Inclusion
National Legislation
National HR Practices
Wellness Trends/Practices

Global

Labour Shortages/Surpluses
Working Conditions
Employer/Employee Rights
Intercultural Competence
Artificial Intelligence in HR
Sustainability
Pandemic/Crisis Planning/Execution
Diversity & Inclusion
Analytics and Big Data

...or a topic inspired by one of the several scheduled guest speakers

7. Critical Symposium Analysis and Personal Learning Reflection – 10%

Your final assignment for this class is a critical analysis/summary on one or more of the symposium topics (2 pages) and then a reflection on what you have learned in this class (1 Page). The first section is where you factually discuss one or more topics offered by the symposium presentations of your classmates. You will use formal, objective language and consult and cite additional sources. The second part is to be personal and casual. Submission is to be 3 pages in length. Writing is to appropriately cite any and all references in APA format.

8. Contribution to Classroom Culture - 10%

This class is all about uncovering current topics in Human Resources through exploration, research, discussion, presentations and then critical reflection, so your attendance and participation in all classes is critical. The idea is to learn from multiple sources so that you can educate others on a topic of critical importance to human resources practice either locally, provincially or globally. You will also have many opportunities to contribute to the learning of others. The topics each week may build on what was discussed and uncovered the previous week. The idea is that you will discover information and use all that you will be exposed to, through presentations and shared research, to plan for your Symposium topic and final presentation where you will be educating others about your topic. All along you are building knowledge and understanding as you are researching and sharing. So, as you can see, your attendance in class and then visible contribution to the group's learning is important and expected. "Attending" ALL the symposium presentations is mandatory, except, of course, when your team is delivering your presentation.

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 Camosun College (2018) Library Citation Guides retrieved from: <http://camosun.ca.libguides.com/apa7>.

- Where required by your instructor, submit all assignments into the D2L assignments 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 where required by your instructor.

- 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 Academic Integrity policy. See Camosun College (2021) [Academic Integrity Policy](#)

DEADLINES AND EXAMS

You must submit your assignments on the due date or as announced. 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.

- a. **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 that must be submitted and then accepted by the instructor. Please advise your instructor promptly.
- b. Students registered through the [Centre for Accessible Learning \(CAL\)](#) should discuss timelines with their instructors at the beginning of each semester.
- c. Medical notes must be dated, signed, and be written on letterhead or prescription paper imprinted with the physician's name and address. Notes are accepted from Physician (GP or medical specialist), Nurse Practitioner, Psychiatrist, Psychologist, Counsellor and Aboriginal Elder. Electronic notes will not be accepted. Medical documentation must be received as soon as reasonably possible.

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.

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.