

# COURSE SYLLABUS



COURSE TITLE:	BUS 440 - Current Trends in HR Management
CLASS SECTION:	01
TERM:	Winter 2024
COURSE CREDITS:	3
DELIVERY METHOD(S):	Face to Face/Blended – 14 Weeks, Tuesdays 11:30-2:20
ROOM:	CBA 213

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>.

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## INSTRUCTOR DETAILS

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NAME: Sonja Kennedy (she/her)

EMAIL: [kennedys@camosun.ca](mailto:kennedys@camosun.ca)

*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.*

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## CALENDAR DESCRIPTION

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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

Date	Topic	Readings	In Class Activities	Assessments	Due Date
Week 1 Jan 9	Intro to the course HR Trends discussion	View weekly responsibilities on D2L under Content	HR Trends Groups report out		
Week 2 Jan 16	Research Methods, annotated bibliographies/ Presentation Skills Review, Video ideas/thoughts exchange		Librarian -short review on research/Annotated Bibliography. Expectations on presentations provided/Thought exchange on approaches to videos.		
Week 3 Jan 23	Research week – no class today			Submit Question for 1 <sup>st</sup> Speaker (Rakiya Larkin) to assignment box	By 9am on day of class check rubric
Week 4 Jan 30	Speaker Series 1- Rakiya Larkin			Submit Question for 2 <sup>nd</sup> Speaker (Chris Hardcastle) to assignment box	By 9 am on day of class check rubric
Week 5 Feb 6	Speaker Series 2-Legal Lens – Chris Hardcastle			Submit 1 <sup>st</sup> Reflection	1 <sup>st</sup> Reflection due within 48 hours following this class (10%- Choose to write on 1 <sup>st</sup> or 2 <sup>nd</sup> speaker)
Week 6 Feb 13	Informative Video Review & Discussion		Review and discussion of videos and trends	Submit Informative Talk Video	Informative Video Due by 9am on day of class (15%) Symposia group formation – Sign up for group
Week 7 Feb 20	Reading Break				
Week 8 Feb 27	Outline Creation		Groups meet (must be present online or in person)	Submit Annotative Bibliography Submit Question for 3 <sup>rd</sup> Speaker to assignment box (Student Panel) Submit Outline to Drop-box	Annotated Bibliography due by Monday Feb 26 by 9am (15%) By 9 am on day of class check rubric One per team due at Noon on Friday of this week (10%)
Week 9 March 5	Speaker Series 3– Student Panel			Submit Question for 4 <sup>th</sup> Speaker (Jodi Jensen) to assignment drop-box	By 9 am on day of class check rubric

Week 10 March 12	Speaker Series 4- Jodi Jensen, City of Victoria (confirmed)			Submit 2 <sup>nd</sup> reflection	2 <sup>nd</sup> Reflection due within 48 hours following this class (10%)
Week 11 March 19	Symposium Prep		Order of presentations established in class		Location TBD
Week 12 March 26	Symposium presentations and Debrief				Location TBD (all symposium presentations 30%)
Week 13 Apr 2	Symposium presentations and Debrief				Location TBD
Week 14 Apr 9	Symposium presentations and Debrief				Location TBD

## COURSE LEARNING OUTCOMES / OBJECTIVES

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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

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Readings to be assigned by the instructor, and resources and materials will be consulted and gathered as the course progresses. 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

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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 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

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DESCRIPTION	WEIGHTING
<b>Individual Assignments</b> <ul style="list-style-type: none"><li>• Reflection on guest speaker/speaker panel (2 @ 10%)</li><li>• Annotated bibliography</li><li>• Informative Video</li><li>• Class contribution (Speaker Series – submit one new question per speaker topic)</li><li>• Symposium Contribution (must contribute and attend on 2 of 3 symposium dates)</li></ul>	20% 15% 15% 5% 5%
<b>Team Assignment</b> <ul style="list-style-type: none"><li>• Symposium outline</li><li>• Symposium (talk or workshop or debate followed by Q&amp;A – all are recorded)</li></ul>	10% 30%
<b>TOTAL</b>	<b>100%</b>

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>

## COURSE GUIDELINES & EXPECTATIONS

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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!

### USE OF AI-BASED WRITING TOOLS

This is specifically about ChatGPT but applies to using any artificial intelligence technology in this class. ChatGPT is an AI-based language model that can generate human-like text and is available to students in this course. However, its use is limited to idea generation only. The purpose of this section is to outline the guidelines for using ChatGPT in this course and to specify the restrictions on its use.

- Students may use ChatGPT or other AI-based language models to assist with generating ideas or writing prompts, but the final product must be their own original work. It is essential that students recognize the importance of generating their ideas and thoughts to enhance their critical thinking, problem-solving, and decision-making skills. Therefore, the use of ChatGPT should be seen as a supportive tool, rather than a replacement for students' ideas and efforts.
- Students are not permitted to use ChatGPT or other AI-based language models to complete assignments or exams. Any use of ChatGPT or other AI-based language models for such purposes will be considered academic dishonesty and will result in appropriate action being taken, in line with the College's academic integrity policies.
- If using ChatGPT or other AI-based language models to generate ideas, students must cite the use of ChatGPT or other AI-based language models in their work, following the style guidelines for the course.
- Students are responsible for understanding the limitations and potential biases of ChatGPT and other AI-based language models and for critically evaluating their output.

- The use of ChatGPT or other AI-based language models is not a substitute for participating in class discussions or completing course readings.

## SCHOOL OR DEPARTMENTAL INFORMATION

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### 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

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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

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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	<a href="http://camosun.ca/advising">http://camosun.ca/advising</a>
Accessible Learning	<a href="http://camosun.ca/accessible-learning">http://camosun.ca/accessible-learning</a>
Counselling	<a href="http://camosun.ca/counselling">http://camosun.ca/counselling</a>
Career Services	<a href="http://camosun.ca/coop">http://camosun.ca/coop</a>
Financial Aid and Awards	<a href="http://camosun.ca/financialaid">http://camosun.ca/financialaid</a>
Help Centres (Math/English/Science)	<a href="http://camosun.ca/help-centres">http://camosun.ca/help-centres</a>
Indigenous Student Support	<a href="http://camosun.ca/indigenous">http://camosun.ca/indigenous</a>
International Student Support	<a href="http://camosun.ca/international/">http://camosun.ca/international/</a>
Learning Skills	<a href="http://camosun.ca/learningskills">http://camosun.ca/learningskills</a>
Library	<a href="http://camosun.ca/services/library/">http://camosun.ca/services/library/</a>
Office of Student Support	<a href="http://camosun.ca/oss">http://camosun.ca/oss</a>
Ombudsperson	<a href="http://camosun.ca/ombuds">http://camosun.ca/ombuds</a>
Registration	<a href="http://camosun.ca/registration">http://camosun.ca/registration</a>
Technology Support	<a href="http://camosun.ca/its">http://camosun.ca/its</a>
Writing Centre	<a href="http://camosun.ca/writing-centre">http://camosun.ca/writing-centre</a>

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

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### 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.

### 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](http://camosun.ca/sexual-violence). To contact the Office of Student Support: [oss@camosun.ca](mailto: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.