



**COURSE CODE: BUAD 269** 

**COURSE TITLE:** Human Resource Management

## Calendar Description

This survey course provides an overview of the Human Resources Management area. It examines the integrated strategic, operational and functional HR processes and practices in an organization. It focuses on effective employee deployment and development; defining and designing work, human resources planning, recruitment and selection; training and development; managing performance, rewarding and recognizing employees, creating a healthy and safe environment, management rights, employee rights and discipline, labour relations and collective bargaining (also offered by Distance Education).

Prerequisite(s): BUAD 123

Co-requisite(s): None

Prerequisite For: BUAD 246, 247, 248, 279, 308, 374, 375, 376, 410, 412

Substitutable Courses: None

Graduation Requirement: BBA - Required

Transfer Credit: CUIC, ICB, PMPC C3

Special Notes: None

Credits: 3

Hours per Week: 3

Originally Developed: 1978

EDCO Approval: May 2014

# **Learning Outcomes**

Outcome	Upon completion of this course students will be able to:
1	Describe how human resources philosophies, policies, and practices are integrated into all aspects of managing within an organization.
2	Explain how to manage within the legal and ethical framework in Canada.
3	Explain the strategic importance of human resources management and the connection to organizational strategy.
4	Describe human resources practices that contribute to the ongoing growth and development of people in an organization.
5	Explain how a safe and healthy work environment and corporate culture contributes to sustainability and productivity.
6	Demonstrate knowledge of work design and performance evaluation theories.

# Course Objectives

Objectives	This course will cover the following content:
1	Aspects of the external environment that will impact human resource management
2	Trends in the labour force composition, technology and society are covered
3	Strategic human resources planning required to meet organizational goals and objectin963.9510

#### Skills Across the Business Curriculum

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

### Student Conduct and Academic Honesty

### What is the Disruption of Instructional Activities?