





Human Resource Management (HRMT) 208

Introduction to Pensions Representation (Revision 3)

Status:

Replaced with new revision, see the [course listing](#)  for the current revision 

Delivery mode:

Individualized study online 

Credits:

3

Area of study:

Applied Studies (Business and Administrative Studies)

Prerequisites:

None

Precluded:

None

Challenge:

HRMT 208 is not available for challenge.

Faculty:

[Faculty of Business](#) 

Notes:

Students registering in grouped study mode are advised that there may be some differences in the evaluation and course materials information indicated below. To obtain the most up-to-date information, contact the Faculty of

Overview

Human Resource Management 208: Introduction to Pensions Representation introduces the kinds of pension and retirement savings plans that are typically offered by employers in Canada. The course covers the decision-making procedures involved in the establishment, design, administration, investment, funding, and governance of these plans.

HRMT 208 will benefit anyone involved in managing, administering, or overseeing a pension or retirement savings plan. The course is relatively broad in scope and offers practical, relevant knowledge and skills that you can apply in both professional and personal settings.

Outline

Unit 1: Overview and Types of Pension Plans

- Lesson 1: History and Context
- Lesson 2: Types of Plans
- Lesson 3: Overview of Administration and Regulations

Unit 2: Pension Plan Design

- Lesson 4: Terms and Conditions
- Lesson 5: Minimum Standards

Unit 3: Pension Fund Investments

- Lesson 6: Fundamentals of Pension Fund Investments
- Lesson 7: Pension Fund Investment Management
- Lesson 8: Environmental, Social, and Governance Investing Issues

Unit 4: Financial Management of Pension Plans and the Actuary

- Lesson 9: Funding and the Actuary
- Lesson 10: Defined Benefit Plan Funding Regulations
- Lesson 11: Other Financial Regulations

Unit 5: Governance

- Lesson 12: Fiduciary Responsibility
- Lesson 13: Pension Plan Governance
- Lesson 14: Trustees and Their Professional Advisors

Evaluation


To **receive credit** [↗](#) for *HRMT 208* you must submit all five assignments and achieve a composite course grade of **D (50 percent)** [📄](#).

The following table summarizes the evaluation activities for this course.

Activity	Weight	Complete by
Assignment 1	10% of final grade	after Unit 1
Assignment 2	25% of final grade	after Unit 2
Assignment 3	25% of final grade	after Unit 3
Assignment 4	15% of final grade	after Unit 4
Assignment 5	25% of final grade	after Unit 5
Total	100%	

To learn more about assignments and examinations, please refer to Athabasca University's **online Calendar** [↗](#).





Materials

Morneau Shepell. (2020). *Morneau Shepell handbook of Canadian pension and benefit plans* (17th ed.). LexisNexis Canada. ISBN: 9780433506997 
(Print)

Other materials

All other materials are available online.

Important links

- › [Academic advising](#) 
- › [Program planning](#) 
- › [Request assistance](#) 
- › [Support services](#) 

Athabasca University reserves the right to amend course outlines occasionally and without notice. Courses offered by other delivery methods may vary from their individualized study counterparts.

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View [previous revision](#) 
