

# Human Resource Management (HRMT) 322

## Employment Law (Revision 6)

**Delivery mode:** Individualized study online [↗](#) with eText [↗](#)

**Credits:** 3

**Area of study:** Applied Studies (Business and Administrative Studies)

**Prerequisites:** None

**Precluded:** None

**Challenge:** HRMT 322 has a challenge for credit option.

**Faculty:** [Faculty of Business](#) [↗](#)


**Status:** Replaced with new revision, see the [course listing](#) [↗](#) for the current revision [✕](#)

**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 Business Student Support Centre at 1-800-468-6531.

## Overview

Welcome to *HRMT 322: Employment Law*. This three credit, senior-level course introduces you to the branch of Canadian law that governs relations between employers and employees, primarily in non-unionized workplaces. The course is designed to provide you with practical knowledge of employment law derived from three sources—constitutional law, common law, and statutory law. It is not a course designed for lawyers in training but rather for those who need or want to acquire a working knowledge of employment law that can be applied on the job.

*HRMT 322* generally excludes the law dealing with the processes of negotiating and enforcing terms and conditions of employment in workplaces where a union is involved and a collective agreement is entered into between the employer and the union, on behalf of its members. While it is important to note that aspects of individual employment law also apply to unionized workplaces, students who wish to learn about the law specific to unionized workplaces may wish to consider [\*IDRL 320\*](#) : Labour Law in Canada.

## Outline

- Unit 1: The Domain of Employment Law
- Unit 2: The Employer-Employee Relationship
- Unit 3: Human Rights and Employment
- Unit 4: Regulating Employment by Statute
- Unit 5: Ending the Employer-Employee Relationship

## Evaluation


To **receive credit** [↗](#) for *HRMT 322*, you must complete and submit all quizzes and assignments and achieve 50 percent or better on each of these activities. You must also achieve 50 percent or better on the final examination.

Activity	Weight	Complete by
Assignment 1	15%	after Unit 1
Quiz 1	15%	after Unit 2
Assignment 2	25%	After Unit 3 or 5 (depending on the assignment option you choose)
Quiz 2	15%	after Unit 5
Examination	30%	after Unit 5
<b>Total</b>	<b>100%</b>	



The **final examination** for this course must be taken online with an AU-approved exam invigilator at an approved invigilation centre. It is your responsibility to ensure your chosen invigilation centre can accommodate online exams. For a list of invigilators who can accommodate online exams, visit the [Exam Invigilation Network](#) [↗](#).

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

## Materials

Williams-Whitt, K., Begg, M., Harris, T., & Filsinger, K. J. (2017). *Employment law for business and human resources professionals: Alberta and British Columbia* (3rd ed.). Emond Montgomery Publishing Limited. ISBN: 978-1-55239-674-2  (eText)

## eText

Registration in this course includes an electronic textbook. For more information on [electronic textbooks](#) , please refer to our [eText Initiative site](#) .


## Challenge for credit

### Overview

The Challenge for credit process allows you to demonstrate that you have acquired a command of the general subject matter, knowledge, intellectual and/or other skills that would normally be found in a university-level course.

Full information about [Challenge for credit](#)  can be found in the Undergraduate Calendar.





### Evaluation

To [receive credit](#)  for the HRMT 322 challenge registration, you must achieve a grade of at least **D (50 percent)**  on the examination.



[Challenge for credit course registration form](#)

## 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.

*Opened in Revision 6, April 11, 2017*

*Updated April 5, 2022, by Student & Academic Services*

View [previous revision](#) 