

# Human Resource Management (HRMT) 331

Managing Human Resources – A Business Perspective (Revision 1)

**Delivery Mode:** Individualized Study Online [↗](#) with **eText** [↗](#)

**Credits:** 3

**Area of Study:** Applied Studies (Business & Administrative Studies)

**Prerequisites:** None

**Precluded:** None

**Challenge:** HRMT 331 has a Challenge for Credit option.

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

**Status:** Temporarily closed, effective October 2, 2020 

 Overview

## Overview

This course introduces students to effective ways of managing human resources, either as an HR practitioner or a line manager/supervisor. Human resources is an important asset for an organization and is not to be seen as simply a factor of production. Often, the people in an organization make the difference in organizational performance. Effective human resource management will ensure that the organization has the right people with the right talents available at the right time. To bring out the best performance in employees, human resource management needs to be properly designed and implemented. Rather than focusing on control and compliance, systems should emphasize employee value, engagement, and empowerment.

The course starts with an overview of the HR role (especially at the strategic level) and the general HR environment, such as legal, technological, demographic, and cultural contexts. Subsequent lessons address various functional aspects of HR, including workforce planning, job design, recruitment and selection, training and development, performance management, rewards management, employee relations, and global HRM. All of these areas will be addressed more specifically from a business perspective, which considers the interests of various organizational stakeholders.

## Outline

# Outline

The course is divided into four units and 11 lessons.

## Unit 1: The Human Resource Environment

- Lesson 1: Exploring Why HRM Matters
- Lesson 2: Operating Within the Legal Framework
- Lesson 3: Promoting Employee Health and Safety through Organizational Culture

## Unit 2: Talent Acquisition

- Lesson 4: Defining, Analyzing, and Designing the Work
- Lesson 5: Planning for, Recruiting, and Selecting Employees

## Unit 3: Developing and Rewarding Employees

- Lesson 6: Orienting, Training, and Developing Employees
- Lesson 7: Managing Employee Performance





- Lesson 8: Rewarding and Recognizing Employees

#### Unit 4: Employment Relations and Global Human Resources Management


- Lesson 9: Knowing Your Rights and Responsibilities
- Lesson 10: Understanding Labour Relations and Collective Bargaining
- Lesson 11: Managing International Human Resources

#### Evaluation

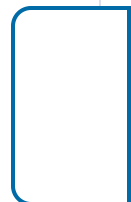
## Evaluation

To **receive credit**  HRMT 331, you must achieve an overall grade of **D (50 percent)**  or better for the entire course and a grade of 50 percent or better on the Final Case Study. Your final grade is determined by a weighted average of the grades you received on the activities listed below.

Activity	Weight	Complete by
Assignment 1	15%	after Unit 1
Assignment 2	15%	after Unit 2
Assignment 3	15%	after Unit 3
Assignment 4	15%	after Unit 4
Final Case Study	40%	after Unit 4
<b>Total</b>	<b>100%</b>	

To learn more about assignments and examinations, please refer to Athabasca University's **online Calendar** .

There are no examinations for this course.



## ➤ Materials

# Materials

Peacock, M., Stewart, E. B., & Belcourt, M. (2020). *Understanding human resources management: A Canadian perspective*. Nelson Education Ltd. ISBN 978-0-17-679806-

2  (eText)

## eText

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

## Other Materials

All other materials are provided on the course website.

## ➤ Challenge for Credit


# 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 331 challenge registration, you must achieve a grade of at least **D (50 percent)**  on the examination.







**Challenge for Credit Course Registration Form**

## ➤ Important Links



## Important Links

- › [Academic Advising](#) 
- › [Program Planning](#) 
- › [Request Assistance](#) 
- › [Student 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.

*Updated July 15, 2021, by Student & Academic Services*

