





Human Resource Management (HRMT) 386

Introduction to Human Resource Management (Revision 8)

Status:

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

Delivery mode:

Individualized study online  with [eText](#) 

Credits:

3

Area of study:

Applied Studies (Business and Administrative Studies)

Prerequisites:

None. **ADMN 232** is recommended but not required.

Precluded:

ORGB 386. HRMT 386 may not be taken for credit by students who have obtained credit for ORGB 386.

Challenge:

HRMT 386 has a challenge for credit option.

Faculty:

[Faculty of Humanities and Social Sciences](#) 

Overview

HRMT 386 is designed to provide an introduction to the theoretical and practical aspects of human resource management (HRM) in contemporary organizations.

Outline

The course consists of the following nine units.

- Unit 1: Introduction
- Unit 2: Employment Relationships and the Law
- Unit 3: Job Analysis and Design
- Unit 4: Planning, Recruitment, and Selection
- Unit 5: Employee Orientation and Development
- Unit 6: Performance Management
- Unit 7: Compensation and Benefits
- Unit 8: Unions and Collective Agreements
- Unit 9: Conclusion

Evaluation

To **receive credit** [↗](#) for HRMT 386, you must achieve a composite grade of **D (50 percent)** [↗](#) and a grade of 50% on the final exam to pass the course. The weighting of the composite grade is as follows:

Activity	Weight
Telephone Quiz 1	10%
Written Assignment 1	30%
Written Assignment 2	10%

Activity	Weight
Written Assignment 3	30%
Final Exam	20%
Total	100%

The **final examination** for this course must be requested in advance and written under the supervision of an AU-approved exam invigilator. Invigilators include either ProctorU or an approved in-person invigilation centre that can accommodate online exams. Students are responsible for payment of any invigilation fees. Information on exam request deadlines, invigilators, and other exam-related questions, can be found at the [Exams and grades](#) section of the Calendar.

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

Materials

Belcourt, M., Singh, P., Snell, S., Morris, S., & Bohlander, G. (2019). *Managing human resources* (9th Canadian Ed.). Toronto, ON: Nelson.  (eText)

eText

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

Other Resources

All other learning resources will be available online

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 386 challenge registration, you must pass the project. Credit is awarded on a pass/fail basis only.

 [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.

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View [previous revision](#) [↗](#)
