



Human Resource Management (HRMT) 441

Strategic Human Resource Management (Revision 1)

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

Credits: 3

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

Prerequisites: HRMT 386 or ORGB 386 or HRMT 331 or equivalent

Precluded: HRMT 387 and ORGB 387 (HRMT 441 may not be taken for credit by students with credit obtained in HRMT 387 or ORGB 387)

Challenge: HRMT 441 is not available for challenge.

Faculty: [Faculty of Business](#)

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

Overview

HRMT 441: Strategic Human Resource Management is an advanced level human resource management course with a strategic emphasis over a broad range of HRM topics, building on the foundations that are generally covered in an introductory HRM course.

This course makes extensive use of *Canadian Human Resource Management* (12th ed.) by H. Schwind, K. Uggerslev, T. Wagar, and N. Fassina, a text that provides a comprehensive guide to the field. This text focuses on the key aspects of strategic human resource management with particular attention to the Canadian context. It focuses on the strategic contribution of the HR function in contemporary organizations while also explicitly addressing the relationship between HR strategies, tactics, and systems. The text includes case studies of Canadian organizations that will allow students to improve their practical knowledge and awareness of HR issues in Canada.

Outline

Unit 1: Human Resource Management: A Strategic Perspective

- Lesson 1: Strategic Human Resource Management
- Lesson 2: Human Resource Planning
- Lesson 3: Legal Requirements and Managing Diversity
- Lesson 4: Recruitment and Selection

Unit 2: Managing Employee Performance

- Lesson 5: Performance Management
- Lesson 6: Onboarding, Training and Development, and Career Planning
- Lesson 7: Compensation Management
- Lesson 8: Employee Benefits and Services

Unit 3: Managing Employee Relations

- Lesson 9: Managing Employee Relations
- Lesson 10: Ensuring Health and Safety at the Workplace
- Lesson 11: The Union-Management Framework

Evaluation

To **receive credit** [↗](#) for *HRMT 441*, you must receive a grade of 50 percent or better on the final case assignment, and achieve an overall grade of at least **D (50 percent)** [📄](#) for the entire course. Your final grade is determined by a weighted average of the grades you receive on the activities listed below.



Activity	Weight	Complete by
Assignment 1	20%	after Unit 1
Assignment 2	20%	after Unit 2
Assignment 3	20%	after Unit 3
Final Case Assignment	40%	after all 3 Units
Total	100%	

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

Materials

Schwind, H., Uggerslev, K., Wagar, T., & Fassina, N. (2019) *Canadian human resource management: Theory and practice* (12th ed.). McGraw-Hill Ryerson Ltd. ISBN: 978-1-25-965492-3 [📖](#) (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.

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 1, September 30, 2020

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