

Master of Human Resource Management (MHRM)

Name:

SID:

PROGRAM REQUIREMENTS			
	SEMESTER	CREDIT HRS	GRADE

4 Required courses (12 credit hours):

GBUS 817			
GBUS 838			
GBUS 843			
GBUS 862*			

***GBUS 862 has the pre-requisite of GBUS 838**

Choose 3 (9 credit hours) of the following:

GBUS 844			
GBUS 846 AA-ZZ			
GBUS 863			
GBUS 864			
GBUS 868			
GBUS 872			
GBUS 873			
EAHR 811			
EAHR 850			

3 GBUS 800 level Electives (9 credit hours) or One GBUS 800 level elective (3 credit hours) plus GBUS 900 (6 credit hours)

Required Course Descriptions:

GBUS 817 Human Behaviour in Organizations (3) The individual's interaction within work groups and an organization. Relevant concepts from the behavioural sciences: intrapersonal, interpersonal, group and organizational processes. The focus of study will be the existence of these phenomena in the work place and increasing the student's ability to carry out administrative activities.

GBUS 838 Research Methods in Management (3) This course is designed to assist the student in conducting research projects in the areas of marketing and management. It introduces the student to a variety of research designs, including survey and experimental designs, and

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qualitative methods. The latter part of the course is concerned with data analysis and interpretation. Several multivariate techniques commonly used in management will be covered.

GBUS 843 Strategic Human Resource Management (3) Human resources functions in public and private organizations from a strategic and institutional perspective. The topics include human resource planning, recruitment and selection, performance measurement and assessment, training and development, and the design of reward systems.

GBUS 862 Evaluation of Human Resources Practices and Systems (3) This course focuses on tools and methods that can be employed by HR practitioners to assess the effectiveness of individual HR practices and of the overall HRM systems. Students develop skills in identifying and employing valid, evidence-based decision criteria to assess HR practice, and also enhance their ability to evaluate information and conduct qualitative research. Prerequisite: GBUS 838 or EAHR 850

GBUS Elective Descriptions:

GBUS 844 - Labour Relations and Collective Bargaining (3) History of union development in Canada and business reaction to this development. Current structures in the labour movement are assessed, as well as the impact of legislation on the nature of collective bargaining, character and procedures of arbitration, fact-finding, mediation and conciliation.

GBUS 846 AA-ZZ - Selected Topics in Human Resource Management (3) Selected Topics in Human Resource Management.

GBUS 863- Staffing Organizations (3) The course introduces and develops concepts used in the staffing of organizations. The course will cover general staffing models, basic labour markets, laws and regulations affecting staffing, introduction to measurement theory, recruitment techniques, selection techniques and tools, decision making for selection, and formalizing the job offer.

GBUS 864 - Compensation (3) The course introduces and develops concepts used in compensating employees and managers in organizations. The course will cover designing pay structures for strategic purposes, internal consistency and external competitiveness, job evaluation models, variable group and individual pay systems, basic employee benefits, legal issues surrounding compensation (pay equity and discrimination), compensating special groups of employees, compensation and unions, and compensation administration topics.

GBUS 868 - Occupational Health and Safety (3) This course focuses on the effective management of occupational health and safety (OHS). Beginning with a survey of the history of OHS and the current legal environment, the course turns to contemporary issues in OHS (e.g.,

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psychological harassment in the workplace). Approaches to developing and improving organizational OHS systems which enhance employee safety and well being are also discussed.

GBUS 872 - Managing Activist Employees (3) This course explores the challenges presented by employees that adopt a cause within an organization and the best management practices for such situations. Both private and public organizations will be considered. Particular emphasis will be focused on "whistle-blowing" behaviour in light of recent legislation in Canada and other countries.

GBUS 873 Negotiation and Conflict Resolution (3) This course will introduce students to the theory and practice of negotiation and conflict resolution, including alternative dispute resolution.