PRST 323
Fundamentals of Human Resource Management

CATALOGUE DESCRIPTION

This course addresses the key concepts, models and practices of human resource management across a variety of sectors (private, public, non-profit and specialized). Increasing complexity, change and diversity around and within organizations requires complex employee and technological responses. Human resources capable of executing complex tasks is a key contributor to organizational success within the contemporary performance environment. The human resource management system comprised of various activities including staffing, compensation, employee development, performance management and employee relations, helps to secure, deploy, motivate and retain the required human resources required in all sectors. Students will learn how to execute the fundamental components of a human resource management system including a structured interview process.

COURSE LEARNING OBJECTIVES

By the end of the course, students will be able to:

1. Describe the key concepts, models and practices related to human resource management within organizations across a wide variety of sectors
2. Explain the historical evolution, contemporary state and importance of human resource management
3. Identify the key general steps, practices and tools within the human resource management system
4. Develop the process for conducting an effective hiring process, including conducting effective interviews

COURSE EVALUATION

- Quizzes
- Discussions Boards
- Individual Project – Professional Briefing Paper and Presentation
- Application Project – Develop and Conduct an Interview and Hiring Process
TOPICS INCLUDE

• Definition and importance of human resource management
• Legislation that influences the practice of human resource management
• Link between organizational strategy and the human resource management system
• Key components of the human resource management system
  o Strategic human resource management
  o Staffing and onboarding
  o Compensation and benefits
  o Training and Development
  o Performance Management
  o Organizational Change and Development
  o Employee relations
  o Health, safety and security
  o Union Management Relations and Collective Bargaining
• Review the ethics of human resource management within a globalized environment with regards to competitiveness, employment standards, free trade, consumer preferences, balanced score card approach to performance assessment, organizational social responsibility and sustainable organizational practices