



Grande Prairie Regional College
School of Business
Department of Business

Course Outline
ORGB 386 (3-0-0) UT 45 Hours
Introduction to Human Resource Management
Winter 2008

Instructor: Ken Riley Phone: 539-2017
Office: C307 E-mail: kriley@gprc.ab.ca
Office hours: Mon. 11:00am – 12:30pm
Wed. 10 – 11:30am
or by appointment

Time and Place: Tuesday & Thursday: 14:30 – 15:50 PM A211

Prerequisites: ADMN 232 is recommended

Transfers To: CdnUC, UA, UC, UL

Credit/Contact Hours: 3

Delivery Mode: Lecture

Course Description:

The course is designed to provide an introduction to the theoretical and practical aspects of human resource management in contemporary organizations.

Course Objectives:

The course provides an introduction to human resource management. The following topics will be covered:

- The legal environment
- Job analysis, recruitment and selection
- Orientation, motivation, training and development
- Compensation and benefits
- Health, safety, employee and labour relations
- Participation and co-operatives

The learning objectives for the course are:

- To understand and apply the major concepts of human resource management
- To gain an appreciation of the critical issues facing the profession today
- To gain an appreciation of how a human resource department can add value in today's organization.

Course Materials:

Athabasca University Course Package for ORGB 386.

Evaluation:

The grading system employed in this course will be:

Major Assignment.....	20%
Cases/Projects.....	10%
Participation:	10%
Midterm Examination	25%
Final Examination	35%

To receive credit for ORGB 386, you must achieve a course composite grade of at least a “D” (50 percent), a grade of at least 50 percent on the assignment and cases and a grade of at least 50 percent on the final exam.

Assignment/Cases:

The major assignment is a research paper on a human resource topic of the student's choice. Each student will:

- Select a topic in an area of human resource management. Topics may be covered in the text, or be of special interest to the student. All topics must be approved by the instructor.
- Research your chosen topic to determine what the new and emerging trends are in this area and explain how they impact human resource management. Your topic may present special challenges to the personnel specialist or to line supervisors. If so, explain how these challenges can be overcome. Also explain how this topic creates value for the business.
- Some possible topics include but are not limited to:
 - Executive pay
 - Minimum wage
 - Affirmative action in the workplace
 - Designing effective selection techniques
 - Going smokeless in the workplace
 - Empowerment: Is it possible in today's competitive environment?
 - Drug and alcohol abuse in the workplace
 - Designing and implementing a “diverse” workplace
 - Sexual harassment
 - AIDS and the workplace
 - Facilitating the female workforce
 - Ergonomics – workplace design and employers' responsibility

- Working out of the home – the wave of the future?
 - Relevance of unions
 - Use of incentive pay systems
 - Effectiveness of 360 degree performance systems
 - Alberta's labour relations policies: are they appropriate for the current times?
 - The coming bulge of retirements and its impact on Canadian business
 - Outsourcing – boon or bane?
 - HR as a value-creating part of the organization
- Because of the importance of the proper use of English in business generally and in professional situations specifically, papers will be graded accordingly. Marks on the assignment will be given for content, quality of research and analysis conducted, originality of views presented and for written presentation. Written presentation includes, but not limited to, concise writing, appropriate use of point form, appropriate use of formatting/headings. Marks also will be deducted for poor grammar, incorrect spelling, poor sentence construction etc. if it detracts from the quality of the paper. Papers should be approximately 6 pages in length double spaced, excluding appendices and references. (20 marks)

Two cases or other projects will be assigned during the year. (10 marks)

Assignments/cases will be due in class on the date indicated by the instructor. Late papers will be accepted for two days at a penalty of 10% per day. After two days, late papers will not be accepted. If students submit their work electronically, it is their responsibility to ensure the instructor has received their work. The instructor will reply as soon as possible to indicate receipt of the paper. In any event, students are advised to keep a copy of their original message in order to prove timely submission. Otherwise late penalties will apply.

Participation:

Each student is expected to come to class having read the material and completed any case assignments. Marks will be based on the contribution made to the class by the student; note that both quantity and quality of the contribution will be assessed. Students will also be expected to make a brief presentation on their major assignment. Finally students will also be expected to find a current article on a HR problem with relevance to our class and present it for discussion

Midterm Examination:

A midterm examination is scheduled for the week of Feb. 11th.

Final Examination:

A final examination will be held with time and place to be announced.

Plagiarism:

Plagiarism will not be tolerated and, as such, any submitted work may be investigated for this possibility. Please ensure you read and understand the College's policy on plagiarism as published in the 2007/2008 Calendar. If you have questions on whether or not you might be violating this policy, please discuss this with your instructor before you submit your assignment.

COURSE TIMELINES:

Week of:

January 1: Introduction

January 7: Unit 1

January 14: Unit 1/2

January 21: Unit 2

January 28: Unit 2/3
Case #1 Due

February 4: Unit 3

February 11: Unit 3
Mid-Term Exam

February 18: **Family Day/Reading Week**

February 25: Unit 4

March 3: Unit 4/5

March 10: Unit 5
Major Assignment Due

March 17: Unit 6

March 24: Unit 6
Case #2 Due

March 31: Unit 7

April 7: Review

Note: Dates are approximate and may vary slightly.