

**STRATEGIC HUMAN RESOURCE MANAGEMENT | GBUS 843**Winter 2021

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**INSTRUCTOR DETAILS****Name:** Sandra Steen**Email:** UR Courses (Preferred) | sandra.steen@uregina.ca**CLASS DETAILS****Class Dates:** January 11 – April 20, 2021**Class Times & Location:** Online**COURSE DESCRIPTION**

This course examines human resources functions from a strategic and institutional perspective. The topics include human resource planning, recruitment and selection, performance measurement and assessment.

**COURSE STRUCTURE**

This course is organized into Weekly Units. Detailed requirements and expectations are provided in each Unit. When UR Courses becomes available at the start of the semester, at least 2 Units will be immediately available, with subsequent Units added as the semester progresses. All course work is designed to be completed asynchronously.

**COURSE MATERIALS**

1. **Textbook | Print or e-book (Required):** Steen, S., et al. (2019). *Human Resource Management (5<sup>th</sup> Canadian edition)*.

Note: McGraw-Hill Connect (Optional) includes the e-book and other learning tools/resources and may be a lower cost option than the print textbook.

<https://connect.mheducation.com/class/s-steen-winter-2021-gbus-843>

2. **Ivey Case Study (1).**
3. **UR Courses:** Will provide all links and/or references for all other course readings and materials. All assignments are to be submitted electronically (UR Courses).  
Note: Your student account will be billed for (1) Ivey Case Study.

## COURSE ASSESSMENTS (Additional details will be provided in UR Courses)

- a) **Participation & Engagement – Individual (15%)** | Units 1-9 contain questions (Class Results) intended to create engagement with the course materials and stimulate reflection and application of the content. Units 1-9 provides an area for you to post your perspectives and insights (anonymously to you and your colleagues) to a few questions and view the answers provided by your colleagues in the class. Keep an ongoing record of your responses to the questions in the form of a **Journal** i.e. Unit→Questions→Your Answers & Date Posted—which you will additionally submit (in Word or PDF format) in UR Courses for grading purposes.
- b) **Case Write-up (1) – Duo or Trio (15%)** | There is ONE case write-up (maximum 4 pages, double-spaced, 12 pt. Arial font or equivalent size). This assignment may be completed with either one or two additional colleagues (YOU choose). Questions will be provided to guide your response. Note: You will each need to submit the identical assignment in UR Courses (in Word or PDF format).
- c) **Experiencing HRM Assignment – Group/Team Presentation (20%)** | Assignment details will be posted in UR Courses including questions to guide your approach. Your submission (presentation with audio) is to be completed in small teams of 3-5 team members (teams will be randomly chosen). All teamwork is intended to be completed remotely.
- d) **Quizzes – Individual (15%)** | There are FOUR timed and graded Unit quizzes (20 MC/TF Questions). These quizzes are individual assignments—it is academic misconduct to share questions and/or answers or to collaborate with another student in any manner in completing these quizzes. Each quiz is worth 5% but I will take your BEST THREE for grading purposes.
- e) **Final Assignment | Review of a Peer-Reviewed Journal Article – Individual (35%)** | Requires reviewing a peer-reviewed journal article that addresses a SHRM topic related to this course. You will: 1) Explain the connection of your article to the course; 2) Provide a concise summary of the main point(s); 3) Provide a clear response and interpretation of the article using findings from at least six other peer-reviewed journal articles on the same topic.

## CONTACTING THE INSTRUCTOR

An “Ask the Instructor” Forum is provided in UR Courses and I am also available to respond by email. I will usually respond within 24 hours during the work week.

## ACADEMIC REGULATIONS

**Grading** | Grades will be posted in UR Courses, usually within 8 days. I am happy to answer questions about grading and your assignments, but please note that grades *are not negotiable*. If you feel that an assignment has received an unfair grade, you are expected to make a case for why it should be re-assessed. This involves a short written submission (a paragraph or two). **You should consider that grades could go down upon review.**

A detailed description of the grading system is provided by the Faculty of Graduate Studies and Research <https://www.uregina.ca/gradstudies/current-students/grad-calendar/grading-system.html#gradingsystem>

**Academic Integrity** | Work submitted for individual grading must be your own individual work, and not work that you did with anyone else. Quizzes are individual assignments and must be completed independently from anyone else. References are required when you provide information that is not your own original thought—paraphrases and direct quotes (include page numbers). This applies to both assignments and posted contributions. Plagiarism is a serious academic offense regardless of whether it was committed intentionally or due to carelessness. Plagiarism, cheating, or any other form of academic misconduct will not be tolerated. The requirements provided in the University of Regina Graduate Calendar (Academic Conduct and Misconduct) are in effect throughout this course and any suspected academic misconduct will be reported to the Dean/Designate.

**Late Submissions** | The Assignment (Employee Experience) & Case Write-Up will be assessed a 20% per day grade reduction. No late submissions for the Quizzes or Unit Questions are permitted. Anyone who does not electronically submit their Final Assignment in UR Courses by the due date/time will receive a grade of “NP” for the class.

**Students’ Roles** | Students in this online class are required to demonstrate a conscientious approach including taking initiative in all aspects of the learning process; working remotely and independently; navigating course technologies; and demonstrating readiness for self-directed asynchronous learning e.g. well-organized; confident and adaptable to course requirements, accept and apply developmental feedback; capacity for self-reflection; demonstrated ability to communicate clearly and concisely.

## STUDENT RESOURCES

**Accessibility Services** | If there is any learner who, because of a disability or other consideration, may have a need for accommodation(s), please contact the Centre for Student Accessibility before or at the start of the course <https://www.uregina.ca/student/accessibility/>

**Mental Wellness Hub Resources** | The U of R provides mental health resources through the mental wellness hub <https://www.uregina.ca/mental-wellness/>

**Writing Assistance** | The Student Success Centre ([www.uregina.ca/ssc](http://www.uregina.ca/ssc)) offers on-line resources for writing skills.

## Tentative Course Schedule and Due Dates

See Units in UR Courses for Additional Assigned Readings & Course Materials

See Criteria – All Assignments for Detailed Information Including Due Dates/Times

<b>Unit 1</b> Jan 11-14	Welcome & Introductions Strategies, Trends, & Opportunities	CH 1	Introductions Unit Questions (Due Jan 17)
<b>Unit 2</b> Jan 18-21	Legal Context	CH 2	Unit Questions (Due Jan 24)
<b>Unit 3</b> Jan 25-28	Analyzing Work & Designing Jobs	CH 3	Unit Questions (Due Jan 31) Quiz (Jan 25-31)
<b>Unit 4</b> Feb 1-4 + Feb 8-11	Planning for & Recruiting Human Resources	CH 4	Case Write-up (Due Feb 7) Unit Questions (Due Feb 11)
Feb 13-21	Winter Break Week		
<b>Unit 5</b> Feb 22-25	Selecting Employees	CH 5	Unit Questions (Due Feb 28) Quiz (Feb 22-28)
<b>Unit 6</b> Mar 1-4	Training, Learning, & Development	CH 6	Unit Questions (Due Mar 7)
<b>Unit 7</b> Mar 8-11	Managing Employees' Performance	CH 7	Team Presentation (Due Mar 11) Unit Questions (Due Mar 14)
<b>Unit 8</b> Mar 15-18	Total Rewards	CH 8	Unit Questions (Due Mar 21) Quiz (Mar 15-21)
<b>Unit 9</b> Mar 22-25	Collective Bargaining & Labour Relations	CH 9	Unit Questions (Due Mar 25) Journal (Mar 25 @ 5 p.m.)
<b>Unit 10</b> Mar 29-Apr 1	Managing HR Globally	CH 10	Quiz (Mar 29-Apr 4)
<b>Unit 11</b> Apr 5-8	High-Performance Organizations	CH 11	
April 12-13	Wrap-Up		

FINAL ASSIGNMENT is due April 20, 2021  
@ 10 p.m. CST