

STRATEGIC HUMAN RESOURCE MANAGEMENT | GBUS 843Fall 2021

INSTRUCTOR DETAILS**Name:** Sandra Steen**Email:** UR Courses (Preferred) | sandra.steen@uregina.ca**CLASS DETAILS****Class Dates:** August 30 – December 2, 2021**Class Times & Location:** Online/Asynchronous**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 completed asynchronously—there are no Zoom lectures or synchronous modules.

COURSE MATERIALS

- 1. Textbook | Print or e-book (Required):** Steen, S., et al. (2019). *Human Resource Management (5th Canadian edition)*.
Note: McGraw-Hill Connect includes the e-book and other learning tools/resources and may be a lower cost option than the print textbook. Register at:
<https://connect.mheducation.com/class/s-steen-fall-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. Unit 1 provides an opportunity to get familiar with the requirements and will not be graded. Your grade will be based on your contributions to Units 2-9 Class Results Questions.
- 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) Journal Article Review – Group/Team Assignment (25%)** | This assignment will be posted in UR Courses including questions to guide your approach. Your submission (maximum 5 pages, double-spaced) needs to be completed in small teams of 4 or 5 team members (YOU choose). Assignment details will be posted in UR Courses including questions to guide your approach. 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 Exam – Individual (30%)** | Timed (3 hours) completed in UR Courses.

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 assignments, posted contributions in the weekly Class Results, and the Final Exam. 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 Team Assignment (Journal Article Review) & 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 Exam in UR Courses by the due date/time will receive a grade of “NP” for the class.

Graduate Students' Role | Graduate 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) 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 Assignment + Grading Details for Information Including Due Dates/Times

Orientation Aug 30-Sep 2	Welcome & Introductions	CH 1	Introductions Orientation
Unit 1 Sep 7-9	Strategies, Trends & Opportunities	CH 1	Unit Questions (Optional)
Unit 2 Sep 13-16	Legal Context	CH 2	Unit Questions (Due Sep 19)
Unit 3 Sep 20-23	Analyzing Work & Designing Jobs	CH 3	Unit Questions (Due Sep 26) CH 3 Quiz (Sep 20-26)
Unit 4 Sep 27-30	Planning for & Recruiting Human Resources	CH 4	Unit Questions (Due Oct 3)
Unit 5 Oct 4-7	Selecting Employees	CH 5	Unit Questions (Due Oct 11) CH 5 Quiz (Oct 4-11)
Unit 6 Oct 12-14	Training, Learning, & Development	CH 6	Case Write-up (Due Oct 14) Unit Questions (Due Oct 17)
Unit 7 Oct 18-21	Managing Employees' Performance	CH 7	Unit Questions (Due Oct 24)
Unit 8 Oct 25-28 + Nov 1-4	Total Rewards	CH 8	Team Assignment (Due Oct 31) Unit Questions (Due Nov 4) CH 8 Quiz (Oct 25-Nov 4)
Nov 8-14	Fall Reading Week		
Unit 9 Nov 15-18	Collective Bargaining & Labour Relations	CH 9	Unit Questions (Due Nov 21)
Unit 10 Nov 22-25	Managing HR Globally	CH 10	CH 10 Quiz (Nov 22-28)
Unit 11 Nov 29-Dec 2	High-Performance Organizations	CH 11	
FINAL EXAM Dec 15 @ 7 – 10 p.m. CST (UR Courses)			