

STRATEGIC HUMAN RESOURCE MANAGEMENT | GBUS 843

Spring 2024

INSTRUCTOR DETAILS

Name: [REDACTED]

Email: (Preferred) UR Courses | (Alternate): [REDACTED]

CLASS DETAILS

Class Dates: May 6 – June 19, 2024

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, training and development, and the design of reward systems.

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. (2023). *Human Resource Management (6th Canadian edition)*.
- 2. Case Studies:** Two Ivey Case Studies will be billed to your student account.
- 3. UR Courses:** A variety of articles are linked and/or referenced in your course materials. Additionally, other course materials will be provided within UR Courses. All assignments are to be submitted electronically (UR Courses).

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

- a) **Participation & Engagement – Individual (18%)** | Units 1-9 contain questions (Unit Questions) intended to create engagement with the course materials and stimulate reflection and application of the content. Units 1-9 provide 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. Your grade for the semester will be based on your contributions to on-time posts to SEVEN of the NINE Course Units.
- b) **Case Write-ups (2) – Trios (30%)** | There are TWO case write-ups (maximum 1000 words). Trios will be assigned by the instructor after the last day to add/drop classes (May 9). Questions will be provided to guide your response. *Note: Only 1 member of your Trio will need to submit your write-up in UR Courses (in Word or PDF format).*
- c) **Quizzes – Individual (12%)** | There are FIVE timed and graded Unit quizzes (25 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 3% but your BEST FOUR will be used for grading purposes.
- d) **Take-Home Final Exam – Individual (40%)** | Submitted 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 is provided at the following link: <https://www.uregina.ca/graduate-studies-research/graduate-calendar/grading.html>

ACADEMIC REGULATIONS (cont'd)

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. 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.

A **Code of Conduct** for the class including the use of generative AI is in effect throughout the semester and requires completion as part of the online Course Orientation.

Late Submissions | Case Write-Ups 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 Additional Information

Orientation May 6 <i>ongoing</i>	Welcome & Introductions	CH 1	Introductions Orientation
Unit 1 May 6-9	Strategies, Trends & Opportunities	CH 1	Unit Questions (Optional)
Unit 2 May 13-16	Legal Context	CH 2	Unit Questions (Due May 19)
Unit 3 May 13-16	Analyzing Work & Designing Jobs	CH 3	Unit Questions (Due May 19) Unit 1-3 Quiz (May 13-19)
Unit 4 May 20-23	Planning for & Recruiting Human Resources	CH 4	Case Write-up 1 (Due May 26) Unit Questions (Due May 26)
Unit 5 May 27-30	Selecting Employees	CH 5	Unit Questions (Due June 2) Unit 4 & 5 Quiz (May 27-June 2)
Unit 6 May 27-30	Training, Learning, & Development	CH 6	Unit Questions (Due June 2) Unit 6 Quiz (May 27-June 2)
Unit 7 June 3-6	Managing Employees' Performance	CH 7	Case Write-up 2 (Due June 9) Unit Questions (Due June 9)
Unit 8 June 10-13	Total Rewards	CH 8	Unit Questions (Due June 16) Unit 7 & 8 Quiz (June 10-16)
Unit 9 June 10-13	Collective Bargaining & Labour Relations	CH 9	Unit Questions (Due June 16)
Unit 10 June 17-19	Managing HR Globally	CH 10	Unit 9 & 10 Quiz (June 13-19)
Unit 11 June 17-19	High-Performance Organizations	CH 11	
FINAL Exam due @ 12 p.m. (noon) CST June 22, 2024			