

STRATEGIC HUMAN RESOURCE MANAGEMENT | GBUS 843

Winter 2024

INSTRUCTOR DETAILS

Name: [REDACTED]

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

CLASS DETAILS

Class Dates: January 8 – April 12, 2024

Class Times & Location: [REDACTED]

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 strategic and academic 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 SEVEN of the NINE Course Units.
- b) Case Write-ups (2) – Trios (30%)** | There are TWO case write-ups (maximum 1200 words). Trios will be assigned by the instructor after the last day to add/drop classes (January 19). 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 <https://www.uregina.ca/gradstudies/current-students/grad-calendar/grading-system.html#gradingsystem>

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—paraphrases and direct quotes. 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.

A **Code of Conduct** for the class 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

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| Orientation Jan 8-11 | Welcome & Introductions | CH 1 | Introductions Orientation |
| Unit 1 Jan 15-18 | Strategies, Trends & Opportunities | CH 1 | Unit Questions (Due Jan 21) |
| Unit 2 Jan 22-25 | Legal Context | CH 2 | Unit Questions (Due Jan 28) |
| Unit 3 Jan 29 – Feb 1 | Analyzing Work & Designing Jobs | CH 3 | Unit Questions (Due Feb 4) Unit 1-3 Quiz (Jan 29-Feb 4) |
| Unit 4 Feb 5-8 | Planning for & Recruiting Human Resources | CH 4 | Case Write-up 1 (Due Feb 11) Unit Questions (Due Feb 11) |
| Unit 5 Feb 12-15 | Selecting Employees | CH 5 | Unit Questions (Due Feb 18) Unit 4 & 5 Quiz (Feb 12-18) |
| Feb 19-25 | Winter Break Week | | |
| Unit 6 Feb 26-29 | Training, Learning, & Development | CH 6 | Unit Questions (Due Mar 3) Unit 6 Quiz (Feb 26-Mar 3) |
| Unit 7 Mar 4-7 | Managing Employees' Performance | CH 7 | Case Write-up 2 (Due Mar 10) Unit Questions (Due Mar 10) |
| Unit 8 March 11-14 | Total Rewards | CH 8 | Unit Questions (Due Mar 17) Unit 7 & 8 Quiz (Mar 11-17) |
| Unit 9 March 18-21 | Collective Bargaining & Labour Relations | CH 9 | Unit Questions (Due Mar 24) |
| Unit 10 March 25-Apr 2 | Managing HR Globally | CH 10 | Unit 9 & 10 Quiz (Mar 25-Apr 2) |
| Unit 11 Apr 3-11 | High-Performance Organizations | CH 11 | |
| FINAL Exam due April 22 @ 10:00 p.m. CST (UR Courses) | | | |