

Master's Certificate in Labour Relations

PROGRAM REQUIREMENTS			
	SEMESTER	CREDIT HRS	GRADE
REQUIRED:			
GBUS 844		3	
GBUS 873		3	
Choose 1 of: GBUS 843, 868, 870, 871			
GBUS		3	

COURSE DESCRIPTIONS

GBUS 844 Labour Relations and Collective Bargaining (3)

This course examines the history of union development in Canada, and business reaction to this development. Current structures in the labour movement are assessed, as well as the impact of legislation on the nature of collective bargaining. The course focuses on the character and procedures of arbitration, fact-finding, mediation, and conciliation.

GBUS 873 Negotiation and Conflict Resolution (3)

This course will introduce students to the theory and practice of negotiation and conflict resolution, including alternative dispute resolution

GBUS 843 Strategic Human Resource Management (3)

Human resources functions in public and private organizations 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.

GBUS 868 - Occupational Health and Safety (3)

This course focuses on the effective management of occupational health and safety (OHS). Beginning with a survey of the history of OHS and the current legal environment, the course turns to contemporary issues in OHS (e.g., psychological harassment in the workplace). Approaches to developing and improving organizational OHS systems which enhance employee safety and well being are also discussed.

GBUS 870 Leadership: Theory & Practice (3)

This course covers key leadership/management skills such as clarifying personal vision, coaching, goal setting, conflict management, stress management, emotional intelligence crisis management, process & system design and communication skills. Major competency models of leadership and management are covered to familiarize students with the research and practice of leadership development.

GBUS 871 Group Dynamics in Organizations (3)

The course will study roles that exist in organizations and the dynamics of the interactions between these roles. In particular, focus will be on the interplay between the leadership role and decision making, creative problem solving and conflict resolution with group members.