

HUMAN RESOURCES MANAGEMENT (HRMT)

Registration in some course sections is restricted to students in particular programs. See Timetables - [kpu.ca/registration/timetables](http://www.kpu.ca/registration/timetables) (<http://www.kpu.ca/registration/timetables/>) - for current section information.

Visit the BC Transfer Guide - [bctransferguide.ca](https://www.bctransferguide.ca) (<https://www.bctransferguide.ca/>) - for information about course transfer in B.C.

HRMT 3105 3 credits

Human Resources Information Systems and Data

Students will study the concepts of selecting, managing and leveraging the applications of Human Resource Information technologies to support the delivery of efficient and effective HR services. Students will also develop an understanding of the role and importance of HR analytics by being introduced to the concepts and the business application of human resources data, metrics, analyses and reporting techniques to support HR decision-making. Students will apply the course concepts to develop their knowledge and skills through the use of exercises and projects involving cases or simulated organizational situations. Note: MS Excel proficiency is recommended prior to enrolling in this course.

Level: UG

Prerequisite(s): 45 credits from courses at the 1100 level or higher, including BUSI 2405

Attribute: BUSI (<https://calendar.kpu.ca/courses-az/#courseattributestext>)

HRMT 3115 3 credits

Human Relations in Organizations

Students will demonstrate understanding and apply key concepts of human behaviour in organizations, with in-depth focus on the phenomena of communication, leadership, decisionmaking, conflict and change at the individual, group, and organizational levels. They will further their development of interpersonal skills that contribute to effective functioning in organizational settings. Students will assess their human relations strengths and weaknesses and identify opportunities to substantively increase individual contribution to the organization and achieve higher levels of personal fulfillment in their careers and lives. Note: BUSI 1250 is a recommended elective prior to enrolling in this course.

Level: UG

Prerequisite(s): 45 credits from courses at the 1100 level or higher, including BUSI 1215

Attribute: BUSI (<https://calendar.kpu.ca/courses-az/#courseattributestext>)

HRMT 3125 3 credits

Employment Law

Students will research, review and apply the applicable statute and common law regulating the employment relationship, including employment agreements, the duties of the employer and employee, and termination of the relationship, including the law of wrongful dismissal. Students will also address the statutory schemes which affect the employment relationship including the Employment Standards Act, and attention will also be paid to Human Rights legislation including the Duty to Accommodate. Students will also investigate emerging privacy law issues. Note: BUSI 1250 is a recommended elective prior to enrolling in this course.

Level: UG

Prerequisite(s): 45 credits from courses at the 1100 level or higher, including ENGL 1100 and BUSI 2390

Co-requisite(s): CMNS 3000 or ENTR 3000

Attribute: BUSI (<https://calendar.kpu.ca/courses-az/#courseattributestext>)

HRMT 3135 3 credits

Recruitment and Selection

Students will use the most up-to-date aspects of the current issues and methodologies used in recruiting and selecting employees for organizations as essential components of strategic human resources planning, with an emphasis on their strategic role in enhancing organizational performance. They will deal with contemporary developments and their practical applications related to organization and job analysis, competencies and performance management, employee recruitment, screening and selection, testing, interviewing and related decision making. Note: BUSI 1250 is a recommended elective prior to enrolling in this course.

Level: UG

Prerequisite(s): 45 credits from courses at the 1100 level or higher, including ENGL 1100 and BUSI 1215

Attribute: BUSI (<https://calendar.kpu.ca/courses-az/#courseattributestext>)

HRMT 3145 3 credits

Occupational Health and Safety

Students will work as a member of a team to identify strategic organizational practices for Occupational Health and Safety consistent with the organization's strategy; improve occupational health and safety practices through the assessment of education and communication needs and the provision of appropriate programs; and analyze program effectiveness and track accident reports and health outcomes based on information and data from a Human Resource Information System.

Level: UG

Prerequisite(s): HRMT 3115, HRMT 3125 and HRMT 3105

Attribute: BUSI (<https://calendar.kpu.ca/courses-az/#courseattributestext>)

HRMT 3255 3 credits

Total Compensation

Students will evaluate and implement a road map to evolving compensation strategy and design. They will use the process a Human Resource practitioner follows in order to put together an effective compensation program according to current best practices, focusing on performance based approaches to compensation that help create programs that support an organization's broad-based strategic needs. Students will review the most advanced thinking in job analysis, job evaluation, compensation surveys, contingency-based compensation plans, executive compensation packages, productivity measurements and the use of technology in managing compensation programs in the course. Note: MS Excel proficiency is recommended prior to enrolling in this course.

Level: UG

Prerequisite(s): All of: (a) HRMT 3115, (b) HRMT 3135 and (c) ENTR 3120 or ACCT 3380 or ENTR 3170

Co-requisite(s): HRMT 3105

Attribute: BUSI (<https://calendar.kpu.ca/courses-az/#courseattributestext>)

HRMT 3265 3 credits

Employee Development and Coaching

Students will use best professional practices focusing on the management of training and development as a critical investment in an organization's human resources capital. They will demonstrate processes centered around the roles and responsibilities of Human Resource Development professionals, a model of training, the importance of needs analysis, strategic goal setting, program design, on and off-the-job training methodologies, transfer of training, training evaluation and costing, the diversity of training programs, as well as the management development process. Students will also utilize coaching techniques as a powerful intervention to enhance organizational results by influencing the way people think and work together.

Level: UG

Prerequisite(s): HRMT 3115 and HRMT 3135

Attribute: BUSI (<https://calendar.kpu.ca/courses-az/#courseattributestext>)

HRMT 4115 3 credits

Labour Relations

Students will practice the application of collective agreement language in an organizational setting through a series of grievance cases covering all aspects of a collective agreement. Students will use grievance decisions to prepare proposals for negotiations using collective agreement language, and will confront issues surrounding labour disruptions and the application of Labour Relations legislation.

Level: UG

Prerequisite(s): HRMT 3145 and HRMT 3255

Attribute: BUSI (<https://calendar.kpu.ca/courses-az/#courseattributestext>)

HRMT 4125 3 credits

Organizational Development

Students will research, review and present key findings on best practices related to a variety of key organization development concepts, such as: the process of organization development; human process interventions; techno-structural interventions; human resources management intervention; strategic interventions and special applications of organization development, including corporate coaching

Level: UG

Prerequisite(s): All of: (a) HRMT 3265 and (b) ENTR 3100 or ENTR 3150 or ECON 3150 or ECON 2350

Attribute: BUSI (<https://calendar.kpu.ca/courses-az/#courseattributestext>)

HRMT 4500 6 credits

Strategic Human Resources Management

Students will manage, design, prepare and present a comprehensive Human Resource Management project that will meet the requirements of a client organization. Students will synthesize developmental, leadership and application experiences to analyze factors internal and external to an organization and provide strategic recommendations based on an organization's human capital; develop strategic human resource plans in concert with the organization's strategic plan; and implement plans to address gaps in an organization's capabilities in order to carry out strategic plans. They will also design strategic staffing processes to maintain organizational effectiveness, analyze trends in the organization's environment and develop appropriate Human Resources responses. Note: HRMT 4125 is recommended prior to enrolling in this course.

Level: UG

Prerequisite(s): HRMT 3125, HRMT 3135, HRMT 3145, HRMT 3255 and HRMT 3265

Co-requisite(s): HRMT 4115 and HRMT 4125

Attribute: BUSI (<https://calendar.kpu.ca/courses-az/#courseattributestext>)