

# HUMAN RES. MGMT/INDUS RELAT. (HRIR)

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## **HRIR 7140 Topics in Industrial Relations/Human Resource Management 3 cr**

An in-depth analysis of various topics in industrial relations and human resource management.

**PR/CR: A minimum grade of C is required unless otherwise indicated.**

Prerequisite or co-requisite: GMGT 7220.

## **HRIR 7162 Staffing 3 cr**

This graduate seminar provides an understanding of the staffing function of HRM. It focuses on how recruitment, selection, performance and retention management, function within an organization to gain a competitive advantage through the management of work and people.

Pre-or

**PR/CR: A minimum grade of C is required unless otherwise indicated.**

co-requisite: GMGT 7220.

## **HRIR 7164 Training and Development 3 cr**

This graduate seminar provides an understanding of the training and development functions of HRM. The course focuses on how to design, implement, and evaluate a training program, and employee development and career management.

**PR/CR: A minimum grade of C is required unless otherwise indicated.**

Prerequisite or co-requisite: GMGT 7220.

## **HRIR 7166 Compensation 3 cr**

A review of the major concepts and design of compensation systems such as: strategy, external competitiveness, rewarding individual contributions, performance incentives, employee benefits, government regulations, union role in compensation, budgets and administration. Pre-or

**PR/CR: A minimum grade of C is required unless otherwise indicated.**

co-requisite: GMGT 7220.

## **HRIR 7168 The Management of Labour and Employee Relations 3 cr**

An examination of the systems of labour and employee relations in Canada as it compares with the systems of other countries. Emphasis upon understanding and managing labour and employee relations in a changing economy. Not to be held with HRIR 7500. Pre-or

**PR/CR: A minimum grade of C is required unless otherwise indicated.**

co-requisite: GMGT 7220.

**Equiv To:** HRIR 7500

## **HRIR 7460 Collective Bargaining 3 cr**

The labour management relations in the negotiation and administration of the collective agreement. The analysis of conflict and the application of bargaining theories.

**PR/CR: A minimum grade of C is required unless otherwise indicated.**

Pre- or co-requisite: GMGT 7220.