

HUMAN RES. MGMT/INDUS RELAT. (HRIR)

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.