

HUMAN RES. MGMT/INDUS RELAT. (HRIR)

HRIR 2440 Human Resource Management 3 cr

Introduction to principles and procedures in the management of human resources. Topics include diversity management, conflict resolution, employment, law, planning, job analysis, performance appraisal, staffing, compensation, union-management relations, and current issues. The course will also familiarize students with their legal and ethical duties as human resource professionals to the public, to the profession, to clients and employers, and to employees. May not be held with HRIR 2441 or ABIZ 2620 or AGRI 3030 when titled "Agricultural Human Resource Management" or the former DAGR 0530.

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

Prerequisite: GMGT 1010.

Equiv To: HRIR 2441

Mutually Exclusive: ABIZ 2620, AGRI 3030, DAGR 0530

HRIR 3450 Labour and Employment Relations 3 cr

This course is to enhance knowledge and understanding of labour and employment relations in Canada and beyond. It addresses various issues and debates about these relations; their history, structure, and functioning; management employment relations practices; the role of labour unions; collective bargaining; contemporary developments and alternatives; as well as ethical issues in employment.

HRIR 4410 Staffing and Management Development 3 cr

A review of: employment planning; recruitment and selection; internal placement; out placement; performance appraisal; career development. Training needs analysis, methods and evaluation.

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

Prerequisite: HRIR 2440 (D).

Equiv To: HRIR 4411

HRIR 4420 Compensation 3 cr

A review of the major concepts and design of compensation systems including: strategy, internal equity, external competitiveness, rewarding individual contributions, performance incentives, employee benefits, government regulations, union role in compensation; budgets and administration.

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

Prerequisite: HRIR 2440 (D).

Equiv To: HRIR 4421

HRIR 4480 Collective Bargaining and Administration 3 cr

Focuses on the legal framework, processes and issues pertaining to the negotiation and administration of collective agreements, building on the foundation provided by HRIR 3450. Students will learn practical strategies for collective bargaining by participating in mock collective bargaining and how to conduct in-depth analysis of grievance arbitration cases. May not be held with HRIR 4481.

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

Prerequisites: HRIR 3450 (D) or HRIR 3451 (D).

Equiv To: HRIR 4481

HRIR 4520 Comparative Industrial Relations and Human Resource Management 3 cr

To provide an international perspective on industrial relations (IR) and human resource management (HRM) through analysis and comparison of IR systems and HRM practice across selected countries and of current developments therein. Also covers theories and issues relevant to these topics. Students are encouraged, but not required, to complete HRIR 3450 (D) prior to taking this course.

Equiv To: HRIR 4521