

# HUMAN RESOURCES MANAGEMENT (HRMT)

This is a list of the Human Resources Management (HRMT) courses available at KPU.

Enrolment in some sections of these courses is restricted to students in particular programs. See the Course Planner - [kpu.ca/registration/timetables](http://kpu.ca/registration/timetables) - for current information about individual courses.

For information about transfer of credit amongst institutions in B.C. and to see how individual courses transfer, go to the BC Transfer Guide [bctransferguide.ca](http://bctransferguide.ca)

## 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.

*Prerequisites: One of the following: (a) 45 credits from courses at the 1100 level or higher, including BUSI 2405 or (b) acceptance into the Post-Baccalaureate Diploma in Human Resources Management Program.*

## 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, decision-making, 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.

*Prerequisites: One of the following: (a) 45 credits from courses at the 1100 level or higher, including one of BUSI 1210 or BUSI 1215 or (b) acceptance into the Post-Baccalaureate Diploma in Human Resources Management Program.*

*Co-requisites: One of the following: CMNS 3000, ENTR 3000, ENTR 3500 or acceptance into the Post-Baccalaureate Diploma in Human Resources Management Program.*

## HRMT 3125 3 Credits

### Employment Law

Students will research, review and apply applicable statutes and common law regulating employment relationships, 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.

*Prerequisites: 45 credits from courses at the 1100 level or higher, including (a) BUSI 1210 or BUSI 1215, (b) BUSI 2390, and (c) ENGL 1100. Alternatively, acceptance into the Post-Baccalaureate Diploma in Human Resources Management Program.*

*Co-requisites: One of the following: CMNS 3000, ENTR 3000, ENTR 3500, or acceptance into the Post-Baccalaureate Diploma in Human Resources Management Program.*

## 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.

*Prerequisites: 45 credits from courses at the 1100 level or higher, including BUSI 1210 or BUSI 1215. Alternatively, acceptance into the Post-Baccalaureate Diploma in Human Resources Management Program.*

*Co-requisites: One of the following: CMNS 3000, ENTR 3000, ENTR 3500 or acceptance into the Post-Baccalaureate Diploma in Human Resources Management Program.*

## 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.

*Prerequisites: HRMT 3115, HRMT 3125 and HRMT 3135*

**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.

*Prerequisites: ENTR 3120, HRMT 3115 and HRMT 3135*

*Co-requisites: All of (a) HRMT 3105 or ENTR 3160, and (b) ACCT 3380 or ENTR 3170.*

**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.

*Prerequisites: HRMT 3115 and HRMT 3135*

**HRMT 4115** **3 Credits**  
**Labour Relations**

Students will practise 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.

*Prerequisites: HRMT 3145 and HRMT 3255*

*Co-requisites: HRMT 3265*

**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.

*Prerequisites: HRMT 3265 and one of the following: ECON, 2350, ECON 3150, ENTR 3100 or ENTR 3150.*

*Co-requisites: ENTR 4110*

**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.

*Prerequisites: HRMT 3125, HRMT 3135, HRMT 3145, HRMT 3255 and HRMT 3265*

*Co-requisites: HRMT 4115 and HRMT 4125*