

The Bachelor of Business Administration: HRMT launched in 2006 to provide both full-time and part-time students the skills and knowledge needed to begin a rewarding career in Human Resources. The program is accredited by CPHR BC and Yukon and we are proud that the program prepares our students to achieve the CPHR professional designation. Part of what has made the HRMT program such a success is our commitment to ongoing excellence and continuous improvement.

A New World of Work

Our focus on continuous improvement prompted us, in 2020, to ask big questions about the world of work and our program. Our goal has always been to offer HR education that sets KPU graduates up for success. We spoke to CPHR BC and Yukon, our program advisory council, industry employers, faculty and, of course, students and alumni.



What we heard is that the nature of work is changing and there are new skills required for success in the future. We need to highlight corporate social responsibility and to view all aspects of our program through the lens of equity, diversity, and inclusion. We also heard about the benefit of incorporating HR courses throughout the four-year degree program.

We are proud that our faculty have been integrating these new ideas into our program as we've grown. We also recognize the opportunity to formalize our improvements and ladder our program across all four years of the BBA HRMT degree.

With this insight, the HRMT department has envisioned a new model for the BBA HRMT program. The program model highlights the competencies needed for the future and centres equity, diversity, and inclusion. Our program remains accredited by CPHR BC & Yukon. We are thrilled that these changes ensure our HRMT students are ready for the new world of work.

A New Program

As part of the 120 credit BBA, HRMT Program, students will complete the following HR courses:

- BUSI 1250 Human Resources Management
- HRMT 2115 Human Relations in Organizations (NEW)
- HRMT 2500 Organizational Analysis – Performance, Planning and People (NEW)
- HRMT 3105 Human Resources Information Systems and Data
- HRMT 3125. Employment Law and the Employment Relationship
- HRMT 3135. Recruitment and Selection
- HRMT 3145. Occupational Health and Safety
- HRMT 3255. Total Compensation



- HRMT 3265. People Learning and Development
- HRMT 4115. Labour Relations
- HRMT 4125. Organizational Development
- HRMT 4155 Leadership and HR Consulting (NEW)
- HRMT 4980. Strategic Human Resources Management – Capstone (NEW)

What Does This Mean For Me?

What is this mean for you? There are some course changes, and substitutions, you need to be aware of. Your path in the new program will depend on where are you are now in your current program.

- If you have not begun your HRMT courses, you should follow the new course path.
- If you have already begun your HRMT courses, you should speak with an advisor to choose any new courses substitutions for your particular path
- If you plan to complete your practicum by Spring 2023, you can complete the existing 6 credit practicum
- If you plan to complete your practicum after Spring 2023, you will complete the new 3 credit practicum and HRMT 2500.

What won't change for students is your access to obtain the CPHR NKE waiver if you meet the GPA requirements. This is an important recognition of the quality of the work you are doing!

We recommend you take every opportunity to switch to the new program requirements. Please note, if you've already completed a course required under the past structure you don't have to redo this work. If you have not completed a requirement, you should follow the new program path. Below you will find a list of course changes and new courses but we **encourage you to talk to an advisor** to support you as you make course choices.

Course Substitutions

Current Course		New Course
HRMT 3115 Human Relations (3 credits)	--->	HRMT 2115 Human Relations (3 credits)
ENTR 4110 Leadership (3 credits)	--->	HRMT 4155 Leadership & HR Consulting (3 credits)
HRMT 4500 Strat HR Management (6 credits)	--->	HRMT 4980 Strat HR Management (3 credits)

Note: HRMT 4500 will be offered until Spring 2023 – after this time students will be required to complete HRMT 4980 and HRMT 2500

New Courses

New Courses

BUSI 1250 Intro to Human Resources (3 credits)

HRMT 2115 Human Relations (3 credits)

HRMT 2500 Organizational Analysis - Performance, Planning and People (3 credits)

HRMT 4155 Leadership & HR Consulting (3 credits)

HRMT 4980 Strategic HR Practicum course (3 credits)

Note: *If you have already completed HRMT 3115 you do not need to take HRMT 2115. If you have already completed ENTR 4110 you do not need to take HRMT 4155. If you plan to take the practicum course by Spring 2023 you will not need to take HRMT 2500.*

What's Next?

The new course descriptions and the course path have been published in the KPU 2022/2023 calendar. You can check out the calendar or [click here](#) for a recorded presentation on the changes.

As always, if you have questions about your path, please contact KPU Advising at www.kpu.ca/business/advising or via email at businessadvising@kpu.ca