

Post-Baccalaureate in HRMT Courses

HRMT 5100: HR & THE BUSINESS

Calendar Description

This course examines what it means to be a trusted and effective HR partner in today's organizations. Students explore how ethical judgment, legal compliance, and sound professional standards guide responsible practice. Emphasis is placed on the use of people analytics and emerging technologies to inform evidence-based decisions. The course also introduces external analysis to help students understand the broader organizational environment while safeguarding privacy and professional integrity.

3 Credits

HRMT 5110: HR MANAGEMENT

Calendar Description

This course focuses on practical approaches to designing HR strategies that drive business value and prepare organizations for the future of work. Students learn how business models such as Porter's Five Forces, generic strategies, and SWOT can guide HR strategy development and inform responses to competitive pressures and performance challenges. Financial literacy is developed through the analysis of financial statements, HR budgets, and investment metrics to justify people-related decisions. Emphasis is placed on the application of evidence-based reasoning, evaluation of strategic trade-offs, and the use decision-making models.

3 Credits

HRMT 5120: COMMUNICATIONS FOR HR PROFESSIONALS

Calendar Description

Effective communication is at the heart of every successful HR professional's work. Explore a variety of HR communications that build trust and reinforce culture while learning to recognize

and avoid common communication pitfalls. Students will learn how to craft messages that inform, engage, and inspire within an organizational context. Students will analyze audience and purpose, design clear and consistent messages that align with an organization's employment brand. Develop persuasive presentation skills to influence and build credibility with diverse stakeholders.

3 Credits

HRMT 5130: TALENT ACQUISITION

Calendar Description

In this course, students will explore and apply current strategies in talent acquisition, employee retention, and engagement to identify the most effective approaches for attracting top talent. They will examine current trends and real-world practices in workforce planning, employer branding, and job analysis while considering the legal and ethical frameworks shaping today's workplaces. Emphasis will be placed on evaluating the effectiveness of talent strategies and understanding how technology is transforming the hiring process.

3 Credits

HRMT 5140: HUMAN RELATIONS & INTERCULTURAL FLUENCY

Calendar Description

This course explores the human side of organizations. Students will deepen their understanding of emotional intelligence, team dynamics, conflict, facilitation, and intercultural fluency through experiential learning and self-reflection. By assessing their own relational strengths and areas for growth, students will develop strategies to enhance collaboration, communication, and leadership in diverse organizational settings. The course emphasizes how emotionally intelligent and culturally fluent leaders can foster inclusion, resolve conflict, and build workplaces where everyone can contribute fully.

3 Credits

HRMT 5150: HEALTH AND SAFETY

Calendar Description

Students will examine the key components of a strategically aligned Occupational Health and Safety (OHS) program that supports both organizational goals and legal compliance, including requirements set by WorkSafeBC. Students will evaluate workplace hazards and risks,

employee health and wellness initiatives, relevant policies and training, communication strategies, economic considerations, and corporate social responsibility. Students will also assess the effectiveness of OHS programs and propose evidence-based improvements.

3 Credits

HRMT 5160: TOTAL REWARDS

Calendar Description

Students will develop the knowledge and skill to make strategic total reward decisions and develop strategically aligned reward systems. They will develop reward strategies that consider motivation theories, compensation, benefits, reinforcement of organizational culture and the employee experience. They will focus on the process for creating total reward programs that support an organization's broad-based strategic needs. Students will review the most advanced thinking in job evaluation, compensation surveys, and direct and in-direct pay plans. They will examine the role of technology in managing rewards programs and their link to performance management. Students will also discuss the legal framework for total rewards in Canada.

3 Credits

HRMT 5170: TALENT MANAGEMENT

Calendar Description

Students will explore best practices in designing and managing talent development as a strategic investment in an organization's success. They will apply models of learning and development to conduct needs assessments, analyze costs and benefits, and design programs that align with organizational goals and culture. The course examines both on-the-job and off-the-job learning strategies, the integration of technology to enhance learning effectiveness, and the evaluation of outcomes through performance and return-on-investment measures. Students will also develop approaches to foster diversity, equity, and inclusion in learning initiatives, implement performance management strategies to support continuous improvement, and understand how succession planning aligns employee growth with organizational objectives. Coaching and feedback will be emphasized as essential tools for supporting individual development and strengthening organizational performance.

3 Credits

HRMT 5180: ORGANIZATIONAL DEVELOPMENT & LEADERSHIP

Calendar Description

This course focuses on seeing organizations as dynamic systems—helping leaders recognize interconnections, surface underlying issues, and create changes that strengthen both culture and performance. Students will learn how to guide teams and organizations through growth and transformation using evidence-based approaches and data-driven insights. Through applied learning and reflection, you'll design strategic interventions that strengthen culture, improve performance, and foster adaptability. By integrating theory with real-world practice, you'll expand your leadership capacity and be ready to make a positive impact in dynamic, people-centered workplaces.

3 Credits

HRMT 5210: LABOUR AND EMPLOYEE RELATIONS

Calendar Description

Students will differentiate between employee and labour relations, examining how each influences HR practices, workplace culture, and organizational strategy within the Canadian legal context. They will apply effective approaches to managing employee issues such as discipline, non-culpable performance, addiction, disability, and harassment while ensuring fairness and compliance. Students will explore the unionization process, collective bargaining strategies, and the development of negotiation proposals that balance organizational goals with stakeholder interests. Through simulations and case analyses, they will practice dispute resolution techniques for both unionized and non-unionized settings, interpret and apply collective agreement language, and prepare grievance responses grounded in legislation and case precedent. The course also examines emerging trends in unionization, the impact of diversity, equity, and inclusion initiatives, and the evolving role of HR in fostering constructive labour-management relationships in Canada.

3 Credits

HRMT 5300: STRATEGIC HUMAN RESOURCES MANAGEMENT PRACTICUM

Calendar Description

In this capstone course, students will design, prepare, and present a comprehensive Strategic Human Resource Management project for a client organization. Through this experience, students will integrate knowledge of leadership, HR strategy, and organizational development to analyze internal and external factors influencing business success. You will develop and justify strategic HR recommendations aligned with the organization's overall strategic plan and create actionable plans to address talent and capability gaps. By the end of the course,

you will demonstrate your ability to apply advanced HRM concepts to real-world challenges and deliver value-driven, evidence-based solutions for organizational success.

3 Credits