



Course Outline

Human Enterprise and Innovation
School of Business & Economics
HRMN 4890 - **3.00** - Academic

Human Resource Strategy and Professional Practice

Rationale

New name to avoid confusion with HR major Selected Topics course

Calendar Description

Students examine a selection of contemporary issues in human resource management. Topics include occupational health and safety, human resource information management, and professional practice.

Credits/Hours

Course Has Variable Hours: No

Credits: 3.00

Lecture Hours: 3.00

Seminar Hours: 0

Lab Hours: 0

Other Hours: 0

Clarify:

Total Hours: 3.00

Delivery Methods: (Face to Face)

Impact on Courses/Programs/Departments: No change

Repeat Types: A - Once for credit (default)

Grading Methods: (S - Academic, Career Tech, UPrep)

Educational Objectives/Outcomes

1. Discuss the importance of occupational health and safety and its relationship to human resource management.
2. Describe the key components of safety legislation.
3. Explain how they impact the workplace.
4. Outline the elements of an occupational health and safety program.
5. Identify the steps in accident investigation and inspection.
6. Recognize the components of WHMIS program.
7. Recommend prevention strategies.
8. Comprehend the purpose and importance of human resource information systems.

9. Appreciate the value of human resource metrics.

Prerequisites

Co-Requisites

HRMN 3840-Employee and Labour Relations

HRMN 3830-Human Resource Planning and Staffing

Recommended Requisites

Exclusion Requisites

BBUS 4860-Selected Topics in HR Mngt

HRMN 4891-Human Resource Strategy and Professional Practice

Texts/Materials

Other

1. **Required** Will vary by offering.

Student Evaluation

The Course grade is based on the following course evaluations.

Term tests and quizzes (55.00%) Assignments (20.00%) Presentations (15.00%) Participation (10.00%) **Students must pass the term tests and quizzes to pass the course.**

Course Topics

1. Occupational Health & Safety

- Purpose and importance of occupational health and safety
- Occupational health and safety legislation
- Employer and employee responsibilities
- Occupational health and safety programs
- Health and safety committees
- Accident investigation, inspections and prevention
- WHMIS
- Claims management

Wellness

2. Human Resource Information Systems

- Purpose and importance
- Human resource metrics
- Information collection, storage, and retrieval

3. Professional Practice

Methods for Prior Learning Assessment and Recognition

As per TRU Policy

Last Action Taken

Implement by Submission Preview Subcommittee Chair CurricUNET Administrator

Current Date: 29-Oct-20