

HRM 205 – Advanced Strategic Human Resources Management

3 credits, 3 hours lecture

Course Description

This course will focus on the development and integration of human resource management practices to further the strategic direction of organizations. The course will look at strategic approaches to a wide range of human resource management functions including a focus on current HRM trends and issues.

Pre and Co-requisites

None

Course Learning Outcomes (CLOs)

Upon successful completion of the course, the student shall be able to:

CLO 1 Demonstrate an understanding of the importance of a strategic approach to human resource management.

CLO2 Appreciate the contribution of strategic human resource management to organizational effectiveness.

CLO3 Demonstrate analytical skills in making human resource management decisions and assessing results

CLO4 Appreciate the complex role of strategic human resource management in meeting the expectations of individuals, organizations, and society.

CLO5 Apply knowledge of strategic human resource management to real and simulated work settings.

CLO6 Enhance teamwork skills through group exercises and in-class engagement.

CLO7 Comprehend organizational issues regarding financial capabilities and constraints.

CLO8 Develop, implement and promote a professional development program considering current and emerging trends, while encouraging employees' engagement.

CLO9 Learn recognized approaches to encourage innovation and implement new ideas in your organization.

CLO10 Apply best practices based on new developments and innovations.

CLO 11 Identify opportunities for innovation in an organization and its ecosystem.

CLO 12 Learn how to nurture a culture of innovation through the implementation of processes that encourage innovative thinking, creativity and experimentation.

CLO 13 Identify principles and tools such as design thinking to curate a culture of innovation.

CLO14 Learn to effectively communicate best practices in the organization to favor a culture of innovation and continuous improvement.

CLO15 Learn to assess the results after the introduction of an innovation to learn from it and improve the process.

CLO16 Learn to stay current on new developments and innovations connected to HR practice.

Evaluation

Assessment Type	Percentage
Case Applications	50%
Projects	25%
Final Exam	25%
Total	100%

Course Completion Requirements

Minimum passing mark of 50% or D is required.

Grading Scale

4.0 Grade Scale	Alpha Grade	Percentage Grade
4.0	A+	93-100
4.0	A	85-92.9
3.7	A-	80-84.9
3.3	B+	77-79.9
3.0	B	74-76.9
2.7	B-	70-73.9
2.3	C+	67-69.9
2.0	C	64-66.9
1.7	C-	60-63.9
1.3	D+	55-59.9
1.0	*D	50-54.9
0.0	F	0-49.9

Land Acknowledgement

We respectfully acknowledge that Keyano College is on Treaty No. 8 Territory, the ancestral and traditional territory of the Cree, Dene, and Métis people.

Review Date: March 4, 2024

Every effort has been made to ensure that information in this course outline is accurate at the time of publication. Keyano College reserves the right to change courses if it becomes necessary so that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.

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