HRM 210, Human Resource Management Capstone.

3 credits, 3 hours lab, 1 hour lecture

Course Description

This course will enable students to draw on all of their theoretical and practical tools and apply them to a real-life organizational situation. This may be accomplished by partnering with an organization from our community as a living case study, as an on-campus project, a traditional case study or another suitable learning activity. Students will be coached through the process of defining the problem, conducting a comprehensive situational analysis, formulating alternatives and recommending a viable strategy complete with an action plan for implementation.

Pre and Co-requisites

Completion of all first year HRM program courses

Course Learning Outcomes (CLOs)
Upon successful completion of the course, the student shall be able to:

CLO1 Integration of Knowledge - The main objective of this capstone course is to enable the student to integrate the skills and concepts learned systematically during the program which includes the theory, practical skills, and communication skills. They should be in a position to combine the diverse skills acquired in class and apply them in a work environment. This is based on the fact that the ultimate objective of the pursued course is to enable the students to transfer or apply their skills to the challenging work environment. The capstone program thus acts as a self-assessment mechanism that reminds the students of the expected learning outcomes. Besides, it allows them to evaluate the degree to which they have achieved the learning outcomes.

CLO2 Professional Level Performance - This capstone course focuses on helping students to have hands-on experience in Human Resource Management. The students are expected to find a business or an organization whose core activities are relevant to the pursued course. The student is then expected to work in the organization for a definite period to demonstrate his or her skills as well as to improve or learn new skills. The internship experience also helps the students to improve their communication skills by interacting with the management of the organizations they work for at different levels. The student should thus be able to perform at the level of a professional at the end of the internship or field experience.

CLO3 Depth of Knowledge - This capstone course acts as a basis for determining the amount of information the student has retained and how well such information has been understood. Consequently, this capstone course includes a teaching session whereby the students are expected to share with underclassmen their finding and enables the professor to evaluate the students' understanding of the topic. Students who can demonstrate a full understanding of various topics are considered successful. However, those who are not able to demonstrate a clear understanding of various topics may be required to take more study hours to improve their knowledge.

CLO4 Pursuing a Career - Other than helping students to integrate skills and concepts taught in class, this capstone course also offers training on career development. This course aims at equipping the students with skills that help them to "create working resumes, develop professional interview skills and how to develop a successful career". Upon successful completion of this capstone course, the students should be able to consider all aspects of their knowledge and portray their abilities to potential employers.

Evaluation

Assessment Type	Percentage
Project Content	75%
Evaluation/Understanding	25%
Exams	**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: November 26, 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.

Keyano College reserves the right to modify the syllabus, curriculum, or schedule of any course/program, or to cancel a course/program entirely, at any time and for any reason. Such changes may be necessary due to unforeseen circumstances, regulatory requirements, or to ensure the highest quality of education.

Students will be notified of any significant changes as soon as possible. Keyano College is not responsible for any inconvenience or disruption caused by these changes. It is the responsibility of the students to stay informed about any updates or modifications to their courses.