HRM 205, Advanced Strategic Human Resources Management.

3 credits, 3 hours lecture

Course Description

This course focuses on the development and integration of high-impact, HRM processes and practices to further the strategic direction of organizations. With an emphasis on current HRM trends and issues, students will apply strategic approaches to a wide range of HRM functions.

Pre and Co-requisites

HRM 100

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

CLO1 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.

CLO11 Identify opportunities for innovation in an organization and its ecosystem.

CLO12 Learn how to nurture a culture of innovation through the implementation of processes that encourage innovative thinking, creativity, and experimentation.

CLO13 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.

CLO15Learn 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%
Research Projects	25%
Final	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: November 26, 2024

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