

**ESSENTIALS OF HUMAN RESOURCES
FOR NON-HR STUDENTS
MOS 3385B**

1. Course Information

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MOS 3385B

Instructor(s):	Dr Geraint Harvey
Contact Information:	gharvey2@uwo.ca
Office:	SSC 3129
Office Hours:	On request
Class Location:	Online
Scheduled Class Times:	Monday, Tuesday, Wednesday & Thursday 9:30 to 12:30 Commencing June 5 th and concluding June 22 nd
Prerequisites:	Enrollment in 3rd or 4th year of the BMOS program.
Antirequisites:	MOS4485

2. Course Description

An introduction to human resources management (HRM) processes in organizations. Topics include: context of HRM, what is human capital, sourcing and managing human capital, and the ethics of HRM.

3. Course Learning Outcomes

1. To understand a range of human resources management (HRM) processes and practices within organizations
2. To evaluate the role of HRM within organizations
3. To analyze the strategic contribution of HRM with through recruitment and selection, performance management, compensation, training etc.
4. To improve competencies critical to future success as managers and leaders, including: analytical thinking, teamwork, ethics, project planning and management, decision-making skills, and written and verbal communication skills.

4. Textbooks and Course Materials

1. Schwind et al. (2019) Canadian Human Resource Management: A Strategic Approach, McGraw Hill.
2. Heery, E., and Noon, M. (2017) Dictionary of HRM, Oxford University Press: Oxford.
<https://www.kobo.com/ca/en/ebook/a-dictionary-of-human-resource-management-1>

Additional links to resources will be embedded in the lecture slides.

5. Methods of Evaluation (be sure to include any policies on makeup assessments)

You will be assessed on this course by **four** multiple mode question quizzes:

- A1 - Thursday June 8th (30%)
- A2 - Thursday June 15th (30%)
- A3 - Thursday June 22nd (40%)

Legitimate absence from assessments will be redeemed via a 1000 word coursework assignment.

6. Tentative Class Schedule/ Syllabus

CLASS SCHEDULE

Week	Topic
1 (W/C 5 th June)	Introduction: Course and HRM; Recruitment and Selection
2 (W/C 12 th June)	Performance Appraisal; Reward; Training
3 (W/C 19 th June)	Flexibility; Voice; Ethics

7. FASS Appendix - Please see attached