

Brief Course Outline

Course Title: **Essentials of HR for non-HR students**

Course Number and Section

MOS

3385B 550

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Disclaimer: Information in the brief course outline is subject to change. The syllabus posted on OWL Brightspace is the official and authoritative source of information for the course.

Course Description:

An introduction to human resources management (HRM) processes in organizations. Topics include: history of HRM, role of HRM departments in organizations, basics in job design, staffing analysis, recruitment and selection.

Learning Outcomes: one outcome per entry

To understand a range of human resources management (HRM) processes and practices within organizations

To evaluate the role of HRM within organizations

To analyze the strategic contribution of HRM with through recruitment and selection, performance management, compensation, training etc.

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.

Textbooks and Course Materials:

1. Schwind et al. (2019) Canadian Human Resource Management: A Strategic Approach, McGraw Hill.

<https://www.mheducation.ca/product/canadian-human-resource-management-9781260881431-can-group>

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>

Methods of Evaluation: one assignment per entry

Assignment	Due Date mm/dd/yy	Weight - %
Timed assignment	02/26/2026	30
Timed assignment	03/19/2026	30

Assignment	Due Date mm/dd/yy	Weight - %
Timed assignment	04/02/2026	40

In solidarity with the Anishinaabe, Haudenosaunee, Lūnaapéewak, and Chonnonton peoples on whose traditional treaty and unceded territories this course is shared.

Friday, December 5, 2025

Huron Brief Course Outline

For Textbooks and Course Materials (below), you are required to include the cost of each textbook or other learning material.

Note whether there are any restrictions that would prevent a student from using a second-hand copy. Here is some suggested text:

- Required textbook: [author, title, edition, publisher, date]. Cost: [insert amount].
 - Or include the weblink of the textbook's publisher site that includes the cost information.
- Students need to purchase this edition. Second-hand or older editions will not be sufficient.
- OR Students are welcome to purchase second-hand or earlier editions of this textbook.
- This course has an optional field trip that costs [insert amount].
- This course has a required field component that costs [insert amount].