

STRATEGIC HUMAN RESOURCE MANAGEMENT | GBUS 843

Winter 2025

INSTRUCTOR DETAILS

Name: [REDACTED]

Email: (Preferred) UR Courses | (Alternate): [REDACTED]

CLASS DETAILS

Class Dates: [REDACTED]

Class Times & Location: [REDACTED]

COURSE DESCRIPTION

This course examines human resources functions from a strategic and institutional perspective. The topics include human resource planning, recruitment and selection, performance measurement and assessment, training and development, and the design of reward systems.

COURSE STRUCTURE

This course is organized into Weekly Units. Detailed requirements and expectations are provided in each Unit. When UR Courses becomes available at the start of the semester, the Course Orientation and Unit 1 will be available, with subsequent Units added as the semester progresses. All course work is completed asynchronously—there are no Zoom lectures or synchronous modules.

COURSE MATERIALS

- 1. Textbook | Print or e-book (Required):** Steen, S., et al. (2023). *Human Resource Management (6th Canadian edition)*.
- 2. Case Studies:** Two Ivey Case Studies will be billed to your student account.
- 3. UR Courses:** A variety of articles and other course materials are linked and/or provided in the course materials for each Unit. All assignments are to be submitted electronically (UR Courses).

COURSE ASSESSMENTS (Additional details will be provided in UR Courses)

- a) **Participation & Engagement – Individual (18%)** | Units 1-9 contain questions (Unit Questions) intended to create engagement with the course materials and stimulate reflection and application of the content. Units 1-9 provide an area for you to post your perspectives and insights (anonymously to you and your colleagues) to a few questions and view the answers provided by your colleagues in the class. Your grade for the semester will be based on your contributions to SEVEN of the NINE Course Units.
- b) **Case Write-ups (2) – Duos (20%)** | There are TWO case write-ups (maximum 1000 words). Duos will be assigned by the instructor after the last day to add/drop classes (January 17), however if two graduate students share the preference to be assigned together, please email your instructor by January 15. Questions will be provided to guide your responses to the case write-ups. Note: Only 1 member of your Duo will need to submit your write-up in UR Courses (in Word or PDF format).
- c) **Quizzes – Individual (12%)** | There are FIVE timed and graded Unit quizzes (approximately 25 MC/TF Questions). These quizzes are individual assignments—it is academic misconduct to share questions and/or answers or to collaborate with anyone else in any manner in completing these quizzes. Each quiz is worth 3% but your BEST FOUR will be used for grading purposes.
- d) **In-Person Final Exam – Individual (50%)** | April 16 @ 7:00 – 10:00 p.m. ED 588 U of R Campus

CONTACTING THE INSTRUCTOR

An “Ask the Instructor” Forum is provided in UR Courses and I am also available to respond by email. I will usually respond within 24 hours during the work week.

ACADEMIC REGULATIONS

Grading | Grades will be posted in UR Courses, usually within 8 days. I am happy to answer questions about grading and your assignments, but please note that grades **are not negotiable**. If you feel that an assignment has received an unfair grade, you are expected to make a case for why it should be re-assessed. This involves a short written submission (a paragraph or two). **You should consider that grades could go down upon review.**

A detailed description of the grading system is provided by the Faculty of Graduate Studies and Research <https://www.uregina.ca/gradstudies/current-students/grad-calendar/grading-system.html#gradingsystem>

ACADEMIC REGULATIONS (cont'd)

Academic Integrity | Work submitted for individual grading must be your own individual work, and not work that you did with anyone else. Quizzes are individual assignments and must be completed independently from anyone else. References are required when you provide information that is not your own original thought—paraphrases and direct quotes. This applies to contributions in the weekly Unit Questions, Case Studies, and the Final Exam. Plagiarism is a serious academic offense regardless of whether it was committed intentionally or due to carelessness. The Use of Generative AI is expressly prohibited. This applies to the weekly Unit Questions and Case Studies and includes text generation (e.g. ChatGPT); the use of research-oriented tools (e.g. Elicit) and the use of writing aids (e.g. Grammarly).

The requirements provided in the University of Regina Graduate Calendar (Academic Conduct and Misconduct) are in effect throughout this course and any suspected academic misconduct will be reported to the Dean/Designate.

A **Code of Conduct** for the class is in effect throughout the semester and requires completion as part of the online Course Orientation.

Late Submissions | Case Write-Ups will be assessed a 20% per day grade reduction. No late submissions for the Quizzes or Unit Questions are permitted. Anyone who does not attend the in-person Final Exam will receive a grade of “NP” for the class.

Graduate Students’ Role | Graduate students in this online class are required to demonstrate a conscientious approach including taking initiative in all aspects of the learning process; working remotely and independently; navigating course technologies; and demonstrating readiness for self-directed asynchronous learning e.g. well-organized; confident and adaptable to course requirements, accept and apply developmental feedback; capacity for self-reflection; demonstrated ability to communicate clearly and concisely.

STUDENT RESOURCES

Accessibility Services | If there is any learner who, because of a disability or other consideration, may have a need for accommodation(s), please contact the Centre for Student Accessibility before or at the start of the course <https://www.uregina.ca/student/accessibility/>

Mental Wellness Hub Resources | The U of R provides mental health resources through the mental wellness hub <https://www.uregina.ca/mental-wellness/>

Writing Assistance | The Student Success Centre (<https://www.uregina.ca/student-success-centre/index.html>) offers on-line resources for writing skills.

Tentative Course Schedule and Due Dates

See Units in UR Courses for Course Materials

See Assignment + Grading Details for Additional Information

Orientation Jan 6-9	Welcome & Introductions	CH 1	Introductions Orientation
Unit 1 Jan 10-16	Strategies, Trends & Opportunities	CH 1	Unit Questions (Due Jan 16)
Unit 2 Jan 17-23	Legal Context	CH 2	Unit Questions (Due Jan 23)
Unit 3 Jan 24-30	Analyzing Work & Designing Jobs	CH 3	Unit Questions (Due Jan 30) Unit 1-3 Quiz (Jan 24-30)
Unit 4 Jan 31-Feb 6	Planning for & Recruiting Human Resources	CH 4	Case Write-up 1 (Due Feb 6) Unit Questions (Due Feb 6)
Unit 5 Feb 7-13	Selecting Employees	CH 5	Unit Questions (Due Feb 13) Unit 4 & 5 Quiz (Feb 7-13)
Feb 17-21	Winter Break Week		
Unit 6 Feb 28-Mar 6	Training, Learning, & Development	CH 6	Unit Questions (Due Mar 6) Unit 6 Quiz (Feb 28-Mar 6)
Unit 7 Mar 7-13	Managing Employees' Performance	CH 7	Case Write-up 2 (Due Mar 13) Unit Questions (Due Mar 13)
Unit 8 March 14-20	Total Rewards	CH 8	Unit Questions (Due Mar 20) Unit 7 & 8 Quiz (Mar 14-20)
Unit 9 March 21-27	Collective Bargaining & Labour Relations	CH 9	Unit Questions (Due Mar 27)
Unit 10 March 28-Apr 3	Managing HR Globally	CH 10	Unit 9 & 10 Quiz (Mar 28-Apr 3)
Unit 11 Apr 4-10	High-Performance Organizations	CH 11	
IN-PERSON FINAL Exam April 16 [REDACTED] 7:00 - 10:00 p.m.			