

Human Resources Management – An Engineering Perspective APS 1004H

Course Outline

Professor: Tom Stephenson,

Contact: thomas.stephenson@utoronto.ca tstephen33@yahoo.ca

Description

This course analyzes the relationship between management and workers. The course takes a holistic and strategic view of how human resource management affects the business environment. Students will study human resources and industrial relations from the context of economics, sociology, and psychology. Students will develop a historical appreciation and perspective of the evolution and development of labour relations through concepts presented by figures such as Adam Smith, Fredrick Taylor, Edwards Deming, and J.M. Juran. The goal of the course is to provide a general manager with a thorough understanding of how they can develop a competitive advantage for their organization through effective and thoughtful human resource management practices.

In the context of how they relate to human resource management, the course topics include: organizational behavior including methods of motivation, scientific management, quality control, employment and economics, employment as a social relation, unions and other forms of employee representation, internal labour markets, training and development, leadership, strategic planning and the formulation of HR strategy, practices and policies.

Course Outcomes

You will be able to:

- Analyze and develop strategies that efficiently maximize the capabilities of your workforce thus providing a competitive advantage
- Apply some of the principles of economics, sociology, and social psychology as they apply to human resource management and industrial relations.
- Develop your skill in planning effective approaches to conceptualizing, strategizing, and implementing key elements of an organizational human resource strategy that aligns and supports the overall business strategy and plan.

Reference Text

Not mandatory: James N. Baron, Strategic Human Resources Frameworks for General Managers (John Wiley & Sons, 1999). ISBN 0-471-07253-2

Evaluation and Grading

Test 1	20%
Final Test 2	30%
Assignment (Group Report) 1	20%
Final Essay (Group Research Report) 2	20%
Final Essay (Group Presentation)	10%

Schedule

Test 1	Week 6
--------	--------

Final Test 2
Assignment (Group Report) 1
Final Assignment (Group Research Report) 2
Presentations

Week 12 (final class)
Due in class 5
Due in class 10
Weeks 10 & 11