

**Human Resources Management – An Engineering Perspective APS 1004H –  
Summer 2018**

**Course Outline**

**Professor: Tom Stephenson,**

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**Last day to Add: Aug 18**

**Last day to Drop: Aug 24**

**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 also 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 course will also look at other more recent research in motivational theory as applied to management and intrinsic motivation. 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, negotiations, meeting management 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). ISBN 0-471-07253-2

**Evaluation and Grading**

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| Test (Class 10) August 31st                                       | 40% |
| Assignment 1 (Group Report, Due Class 7) August 28th              | 30% |
| Final Assignment 2 (Group Research Project Tuesday September 4th) | 30% |

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**Code of Behavior on Academic Matters:**

For more information on possible sanctions in the case of academic misconduct, please consult the Code of Behaviour on Academic Matters:

<http://www.governingcouncil.utoronto.ca/Assets/Governing+Council+Digital+Assets/Policies/PDF/ppjun011995.pdf>