

Human Resources Management – An Engineering Perspective APS 1004H (Online) Course Outline

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Description

This online course is delivered both synchronous and asynchronously. The course will have a series of recorded lectures to be reviewed on YouTube prior to the daily synchronous flipped classroom discussions (lecture then discussion) that will discuss key concepts and areas based on the lectures. 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, organizational behavior 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, goal setting, effective communication methods (meetings and presentations), employment and economics, employment as a social relation, unions and other forms of employee representation, internal labour markets, training and development, leadership, strategic planning, performance review, and the formulation of HR strategy, practices and policies, fundamentals of negotiation, and managing in a VUCA environment.

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.
- Utilize and apply the tools provided in this course to successfully manage in a business environment.

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

Final Test	40%
Assignment (Group Report) 1	30%
Final Assignment (Group Research Report) 2	30%

Schedule for Due Dates

Assignment (Group Report) 1	Due	August 18 th
Final Assignment (Group Research Report) 2	Due	August 28 th
Final Test	Due	August 24 th

Note final assignment is due a few days after the final test.