

HUMAN RESOURCES AND ORGANIZATIONAL BEHAVIOUR (HROB)

HROB*2010 Foundations of Leadership Fall and Winter (LEC: 3) [0.50]

Using an integrated approach to studying leadership, this foundation course covers history, evolving theories, models, and research both from a theoretical point of view and practical application. This course will use a seminar style with applied workshops, class discussions, guest speakers, and student participation. Students will prepare elements of a skills portfolio and a research paper. This is a required course for the Certificate in Leadership.

Offering(s): Also offered through Distance Education format.

Equate(s): BUS*2010

Restriction(s): UNIV*2000

Department(s): Department of Management

Location(s): Guelph

HROB*2090 Individuals and Groups in Organizations Fall and Winter (LEC: 3) [0.50]

The course serves as an overview to organizational behaviour. It examines the individual, the group, the organization and how the three interrelate in order to enhance performance and productivity. (Also offered through Distance Education format.)

Equate(s): BUS*2090

Restriction(s): HROB*2100, HROB*4000, PSYC*3080

Department(s): Department of Management

Location(s): Guelph

HROB*2200 Labour Relations Fall Only (LEC: 3) [0.50]

This course provides students with a working knowledge of the institutions and processes (both regulatory and non-regulatory) that govern the relationship between employers and employees. Students will comprehensively explore the human resources implications of the labour relations system by examining the actors, the environmental factors impacting the parties, the establishment and maintenance of bargaining rights, contract negotiation, and the administration of the collective agreement.

Prerequisite(s): 2.00 credits

Restriction(s): ECON*2200

Department(s): Department of Management

Location(s): Guelph

HROB*2290 Human Resources Management Fall and Winter (LEC: 3) [0.50]

This course examines the essential human resource function of planning, staffing, employee training and development, employee assistance programs, the legal environment and employee maintenance in a variety of organizational settings.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): 1 of BUS*2090, BUS*2220, HROB*2090

Restriction(s): BUS*3000, HROB*2100, HROB*3000, PSYC*3070. This is a Priority Access Course. Some restrictions may apply during some time periods. Please contact the department for more information.

Department(s): Department of Management

Location(s): Guelph

HROB*3010 Compensation Systems Fall Only (LEC: 3) [0.50]

This course focuses on how organizations attract, retain, and motivate employees through formal and informal reward mechanisms. Topics include: developing pay structures, job analysis, job evaluation, pay systems, pay system administration, equity issues, and benefits.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): 1 of BUS*3000, HROB*2100, HROB*2290, HROB*3000, PSYC*3070

Equate(s): BUS*3010, PSYC*3010

Restriction(s): This is a Priority Access Course. Some restrictions may apply during some time periods. Please contact the department for more information.

Department(s): Department of Management

Location(s): Guelph

HROB*3030 Occupational Health and Safety Winter Only (LEC: 3) [0.50]

The major objective of this course is to introduce Human Resources Professionals to this broad and ever changing field. Occupational Health and Safety, is an inherently technical subject far broader than legislation only. The multiple dimensions of the various issues - technical, legislative, political and personal are a required part of the training for a professional in this field.

Prerequisite(s): 9.00 credits including (1 of BUS*3000, HROB*2100, HROB*2290, HROB*3000, PSYC*3070)

Equate(s): BUS*3030, PSYC*3060

Restriction(s): This is a Priority Access Course. Some restrictions may apply during some time periods. Please contact the department for more information.

Department(s): Department of Management

Location(s): Guelph

HROB*3050 Employment Law Fall Only (LEC: 3) [0.50]

This course will introduce students to Canadian employment law, specifically rules that govern the relations between employees and employers. Subject areas will include the history of employment law, employment contracts, creation and modification of the employment relationship, employer and employee obligations, employment standards, human rights legislation and termination. International comparisons will also be examined.

Offering(s): Last offering - Fall 2021

Prerequisite(s): 9.00 credits including (1 of BUS*3000, HROB*2100, HROB*2290, HROB*3000, PSYC*3070)

Restriction(s): Restricted to students in BCOMM, BASC.AHN, and BA.EURS.

Department(s): Department of Management

Location(s): Guelph

HROB*3070 Recruitment and Selection Fall Only (LEC: 3) [0.50]

This course will provide students with the appropriate tools needed to recruit and select employees, identify related competencies, identify performance appraisal methods, and evaluate the effectiveness of these programs within the context of our Canadian legal framework.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): 1 of BUS*3000, HROB*2100, HROB*2290, HROB*3000, PSYC*3070

Equate(s): BUS*3070

Restriction(s): This is a Priority Access Course. Some restrictions may apply during some time periods. Please contact the department for more information.

Department(s): Department of Management

Location(s): Guelph

HROB*3090 Training and Development Winter Only (LEC: 3) [0.50]

This course focuses on how organizations develop employee skills through training and development programs. Topics will include: adult learning principles, training needs assessments, training program design, instructional methodologies, coaching and mentoring, individualized development and program evaluation.

Prerequisite(s): 1 of BUS*3000, HROB*2100, HROB*2290, HROB*3000, PSYC*3070

Equate(s): BUS*3090, PSYC*3090

Restriction(s): This is a Priority Access Course. Some restrictions may apply during some time periods. Please contact the department for more information.

Department(s): Department of Management

Location(s): Guelph

HROB*3100 Developing Management and Leadership Competencies Fall and Winter (LEC: 3) [0.50]

This course is designed to help students develop critical managerial skills such as self-awareness, managing conflict and stress, communicating effectively, and interviewing.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): 9.00 credits including HROB*2010, (HROB*2090 or HROB*2100)

Restriction(s): This is a Priority Access Course. Some restrictions may apply during some time periods. Contact the department for more information.

Department(s): Department of Management

Location(s): Guelph

HROB*4010 Leadership Certificate Capstone Winter Only (LEC: 3) [0.50]

This course is the capstone course for students completing the Certificate in Leadership. Based on their prior course work and leadership experience, students will examine the relationships between leadership theory and practice, assess their effectiveness in a leadership role, and develop a personal plan for further developing their leadership skills.

Offering(s): Offered through Distance Education format only.

Prerequisite(s): HROB*2010, (1 of PHIL*2120, PHIL*2600, POLS*3440), (2 of BUS*3000, EDRD*3140, EDRD*3160, EDRD*4120, HROB*2090, HROB*2290, HROB*3000, MGMT*2150, PHIL*2100, POLS*2250) plus 120 hours of leadership experience.

Restriction(s): Instructor consent required.

Department(s): Department of Management

Location(s): Guelph

HROB*4030 Advanced Topics In Leadership and Organizational Management Unspecified (LEC: 3) [0.50]

Students will actively examine issues in selected topic areas of human resource management at an advanced level and with a focus on application in an actual organizational setting. The focal area of the course, or range of human resource management topics covered by the course, will vary depending on instructor. Selected topic areas may include corporate social responsibility, leadership issues, strategic human resource management, gender issues, human rights issues, recruitment methods and outcomes, functional job analysis and validation methods, job performance criteria and appraisal tools, selection processes and tools, organizational justice, work attitudes, and prejudice and discrimination in the workplace. Specific topic areas will be announced prior to the course selection period.

Prerequisite(s): 12.50 credits including (1 of BUS*3000, HROB*2100, HROB*2290, HROB*3000, PSYC*3070)

Equate(s): BUS*4030

Department(s): Department of Management

Location(s): Guelph

HROB*4060 Human Resource Planning Winter Only (LEC: 3) [0.50]

This course introduces the strategic planning role that human resources professionals play in organizations. Students will confront the challenges and demands of rightsizing, technological change, corporate repositioning, cost containment, productivity improvements, and the consequences of relocation, outplacement and retraining of staff.

An understanding of the essential elements of the human resource planning process in organizations will be provided. Students will acquire knowledge in analyzing, assessing and programming for the human resource requirements of organizational, business and strategic plans.

Prerequisite(s): 15.00 credits including (1 of BUS*3000, HROB*2100, HROB*2290, HROB*3000, PSYC*3070)

Equate(s): BUS*4060, HTM*4160

Restriction(s): This is a Priority Access Course. Some restrictions may apply during some time periods. Please contact the department for more information.

Department(s): Department of Management

Location(s): Guelph

HROB*4100 Evidence-Based People Management Fall Only (LEC: 3) [1.00]

This course provides students with the opportunity to conduct hands-on research in an organization on issues that relate to Human Resource Management. Students will work in groups and be expected to find organizations for their research project. Although students will be primarily accountable for finding their organizations to work with, instructor support will be provided to assist students if difficulties arise. The instructor will also serve as a resource throughout the project. Lecture topics include: understanding organizational issues, understanding the consulting process (e.g. engagement, communication, ethics), project planning, data collection methods in an applied context (e.g. sampling, confidentiality, practical constraints), and report writing.

Offering(s): Last Offering - Fall 2021.

Prerequisite(s): 12.50 credits including (1 of BUS*3000, HROB*2100, HROB*2290, HROB*3000, PSYC*3070)

Equate(s): BUS*4100, PSYC*4100

Restriction(s): This is a Priority Access Course. Some restrictions may apply during some time periods. Please contact the department for more information.

Department(s): Department of Management

Location(s): Guelph