

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.

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.

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

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*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 decision making.

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