

# HUMAN RESOURCES MANAGEMENT

**Program:** HRMN

**Credential:** Ontario College Graduate Certificate

**Delivery:** Full-time + Part-time

**Work Integrated Learning:** 1 Co-op Work Term

**Length:** 2 Semesters, plus 1 work term

**Duration:** 1 Year

**Effective:** Fall 2019, Winter 2020

**Location:** Barrie

## Description

Today's human resource professionals are leaders and managers of change. They respond to the challenges triggered by new trends in technology, increasing government involvement in the employer-employee relationship, workplace diversity and globalization. The future belongs to organizations with the human resource expertise that can lower labour costs, improve productivity, increase responsiveness to customers' needs, and build employee commitment.

Graduates from the program will be ready to perform all human resources functions within the business environment. Demonstrating the skills and competencies such as the ability to communicate effectively collaborate with others and displaying initiative and perseverance, graduates will possess the required knowledge, skills and abilities to be a key person within the organization.

## Career Opportunities

Career opportunities are available in all sectors of the economy because every organization, whether private or not-for-profit, has a human resources function. Graduates from this program are equipped to administer human resource functions within various Canadian and international business and public sector environments. Graduates will be prepared to work within manufacturing, retail, banking and other financial institutions, medical facilities, government offices, human resource consulting firms, education and small business.

## Program Learning Outcomes

The graduate has reliably demonstrated the ability to:

1. contribute to the development, implementation, and evaluation of employee recruitment, selection, and retention plans and processes;
2. administer and contribute to the design and evaluation of the performance management program;
3. develop, implement, and evaluate employee orientation, training, and development programs;
4. facilitate and support effective employee and labour relations in both non-union and union environments;
5. research and support the development and communication of the organization's total compensation plan;
6. collaborate with others, in the development, implementation, and evaluation of organizational health and safety policies and practices;
7. research and analyze information needs and apply current and emerging information technologies to support the human resources function;

8. develop, implement, and evaluate organizational development strategies aimed at promoting organizational effectiveness;
9. present and evaluate communication messages and processes related to the human resources function of the organization;
10. manage own professional development, and provide leadership to others in the achievement of ongoing competence in human resources professional practice;
11. facilitate and communicate the human resources component of an organization's business plan;
12. conduct research, produce reports, and recommend changes in human resources practices;
13. employ environmentally sustainable practices with business careers;
14. examine the personal characteristics and circumstances associated with entrepreneurial success, from the perspective of an H R consultant or an HR employee providing H R services to entrepreneurs.

## Practical Experience

Co-operative Education is a mandatory component of all Co-op programs at Georgian College; it has been designed as a process by which students integrate their academic education with work experience related to their programs of study. This integration affects much more than simply earning a salary, including the adjustment to the work environment and the development of professionalism. It also reinforces skills and theory learned during academic semesters, develops professional contacts, job knowledge and career path, improves human relations and communication skills, and promotes personal maturity and financial independence.

Students are requested to register, attend and participate in their scheduled co-operative education classes. These classes are scheduled for all first year students and are expected to be completed in order for students to proceed successfully to their first co-op work experiences. To ensure students are eligible to proceed onto any co-op work experience, students should refer to Promotional Status and Eligibility for Co-op as outlined in the College Calendar. Co-op policies and procedures can be located on our website: [www.georgiancollege.ca/student-services/co-op-and-career-services/students-tab/](http://www.georgiancollege.ca/student-services/co-op-and-career-services/students-tab/) (<http://www.georgiancollege.ca/student-services/co-op-and-career-services/students-tab/>)

Georgian College follows the Co-operative Education guidelines set out by the Canadian Association for Co-operative Education (CAFCE) and Education at Work Ontario (EWO) by supporting the learning outcomes designed for the program specific graduate profile and curriculum as set out by the Ministry of Advanced Education and Skills Development.

## External Recognition

Possessing a unique blend of both theoretical and practical, applied learning, this Program meets the academic course requirements of the Human Resources Professionals Association (HRPA) and the national professional standards established by the Canadian Council of Human Resources Professionals Associations.

Human Resources Professional Association (HRPA) is the governing body that regulates the Human Resources profession in Ontario.

Graduates of the program who are interested in pursuing the professional credential (CHRP or CHRL) as required by the Human Resources

Professionals Association (HRPA) must successfully complete nine mandatory courses in order to be eligible to begin the designation and regulatory requirements as set by the HRPA.

Professional designation regulations and requirements are found on the HRPA website through this link: <https://www.hrpa.ca/hrdesignations/Pages/CHRP.aspx>

Code	Title
<b>Georgian course equivalencies towards HRPA requirements</b>	
The nine mandatory courses are:	
HRMN 1007	Human Resources Management
HRMN 1013	Organizational Behaviour
HRMN 1014	Finance and Accounting
HRMN 1016	Human Resources Planning
HRMN 1006	Occupational Health and Safety
HRMN 1008	Training and Development
HRMN 1022	Employee and Labour Relations
HRMN 1017	Recruitment and Selection
HRMN 1011	Compensation

HRPA eligibility requirements for the professional designation (CHRP or CHRL) mandate that students must have an average of 70% in each of these nine mandatory courses with no individual course achieving lower than 65%.

## The Program Progression

### Fall Intake

- **Sem 1:** Fall 2019
- **Sem 2:** Winter 2020
- **Work Term:** Summer 2020

### Winter Intake

- **Sem 1:** Winter 2020
- **Sem 2:** Summer 2020
- **Work Term:** Fall 2020

## Articulation

A number of articulation agreements have been negotiated with universities and other institutions across Canada, North America and internationally. These agreements are assessed, revised and updated on a regular basis. Please contact the program co-ordinator for specific details if you are interested in pursuing such an option. Additional information can be found on our website at <http://www.georgiancollege.ca/admissions/credit-transfer/>

## Admission Requirements

- Post-secondary diploma or degree; three years of post-secondary education is recommended. Completion of 3 years of a 4-year degree will also be considered.

## Graduation Requirements

12 Program Courses  
1 Co-op Work Term

## Graduation Eligibility

To graduate from this program, a student must attain a minimum of 60% or a letter grade of P (Pass) or S (Satisfactory) in each course in each semester. The passing weighted average for promotion through each semester and to graduate is 60%.

## Program Tracking

Semester 1		Hours
Program Courses		
HRMN 1007	Human Resources Management	42
HRMN 1009	Labour Economics	42
HRMN 1010	Employment Law	42
HRMN 1011	Compensation	42
HRMN 1013	Organizational Behaviour	42
HRMN 1017	Recruitment and Selection	42
Hours		252
Semester 2		
Program Courses		
HRMN 1006	Occupational Health and Safety	42
HRMN 1008	Training and Development	42
HRMN 1014	Finance and Accounting	42
HRMN 1016	Human Resources Planning	42
HRMN 1022	Employee and Labour Relations	42
HRMN 1023	Human Resources Analytics	42
Hours		252
Total Hours		504

Code	Title
<b>Co-op Work Term</b>	
COOP 1054	Human Resources Management Work Term

## Graduation Window

Students unable to adhere to the program duration of one year (as stated above) may take a maximum of two years to complete their credential. After this time, students must be re-admitted into the program, and follow the curriculum in place at the time of re-admission.

*Information contained in College documents respecting programs is correct at the time of publication. Academic content of programs and courses is revised on an ongoing basis to ensure relevance to changing educational objectives and employment market needs. The college reserves the right to add or delete programs, options, courses, timetables or campus locations subject to sufficient enrolment, and the availability of courses.*