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 2027
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 human resource expertise that can lower labour costs, improve productivity, increase responsiveness to customers' needs, and build employee commitment.

As a graduate of this program, you 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, you 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. develop and evaluate the implementation of recruitment plans and selection processes to respond to organizational needs within a globalized environment;
2. facilitate and evaluate the performance management system to ensure alignment with the organizational strategic plan;
3. design, implement, and evaluate employee onboarding, training and development programs to meet organizational needs;
4. advise and guide invested parties on ethical, legal, professional and regulatory requirements to promote effective employee relations;
5. design and implement the total rewards plan to attract, retain and motivate employees within the organization;
6. design, implement and evaluate employee wellness, organizational health and safety systems, in accordance with applicable legislation, standards and best practices;
7. use and evaluate technology to support operational business functions related to human capital;
8. design, implement and evaluate organizational development strategies to promote operational effectiveness;
9. develop human resources practices and communication strategies that are equitable, diverse, inclusive, accessible and culturally competent;
10. create and evaluate strategies for self-development to enhance performance and maintain professional standards;
11. collaborate with invested parties to execute human capital initiatives that support the organizational business plan;
12. analyze data to forecast and recommend workforce and talent management strategies to support decision making;
13. employ environmentally sustainable practices with business careers;
14. examine the personal characteristics and circumstances associated with entrepreneurial success, from the perspective of an HR consultant or an HR employee providing HR services to entrepreneurs;
15. identify historical and contemporary inequities experienced by diverse populations to recognize the impact of identity, privilege, oppression, and bias;
16. examine personal and professional responsibilities to advance Indigenous reconciliation and affirm equity and inclusion.

Practical Experience

All co-operative education programs at Georgian contain mandatory work term experiences aligned with program learning outcomes. Co-op work terms are designed to integrate academic learning with work experience, supporting the development of industry specific competencies and employability skills.

Georgian College holds membership with, and endeavours to follow, the co-operative education guidelines set out by the Co-operative Education and Work Integrated Learning Canada (CEWIL) and Experiential and Work-Integrated Ontario (EWO) as supported by the Ministry of Colleges, Universities Research Excellence and Security.

Co-op is facilitated as a supported, competitive job search process. Students are required to complete a Co-op and Career Preparation course scheduled prior to their first co-op work term. Students engage in an active co-op job search that includes applying to positions on the internal job posting site and external job posting sites, accessing their personal network, researching companies of interest, preparing targeted and customized resumes and cover letters, participating in interviews, and using professional communication strategies with employers.

Programs may have additional requirements such as a valid driver's license, strong communication skills, industry specific certifications, and ability to travel. Under exceptional circumstances, a student may be unable to complete the program progression as shown below. Please refer to Georgian College Academic Regulations (https://www.georgiancollege.ca/admissions/academic-regulations/) for details.

International co-op work terms are supported and encouraged, when aligned with program requirements.

Further information on co-op services can be found at www.GeorgianCollege.ca/co-op (https://www.georgiancollege.ca/co-op/)

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
Georgian course equivalencies towards HRPA requirements	
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%.

Program Progression

The following reflects the planned progression for full-time offerings of the program.

Fall Intake

- **Sem 1:** Fall 2027
- **Sem 2:** Winter 2028
- **Work Term:** Summer 2028

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 https://www.georgiancollege.ca/admissions/credit-transfer/ (http://www.georgiancollege.ca/admissions/credit-transfer/)

Admission Requirements

- Ontario College Diploma, Ontario College Advanced Diploma, degree or equivalent
- 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.

Bring Your Own Device (BYOD) requirements

All Georgian College students are required to bring their own device (BYOD) (https://georgiancollege.ca/byod/) that meets the technology requirements (https://georgiancollege.ca/byod/) for their program. Having access to a personal laptop that meets your program's technical requirements will ensure you're prepared for in-class, online and hybrid learning activities. Students are responsible for the cost, software installation, maintenance and repair of their device.

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

The following reflects the planned course sequence for full-time offerings of the Fall intake of the program. Where more than one intake is offered contact the program co-ordinator for the program tracking.

Semester 1		**Hours**
Program Courses		
HRMN 1007	Human Resources Management	42
HRMN 1010	Employment Law	42
HRMN 1011	Compensation	42
HRMN 1013	Organizational Behaviour	42
HRMN 1017	Recruitment and Selection	42
HRMN 1037	Wellness and Employee Engagement	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**

Co-op Work Term		**Hours**
COOP 1054	Human Resources Management Work Term	490
	Hours	**490**
	Total Hours	**490**

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.

Disclaimer: *The information in this document 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.*

Program outlines may be subject to change in response to emerging situations, in order to facilitate student achievement of the learning outcomes required for graduation. Components such as courses, progression, coop work terms, placements, internships and other requirements may be delivered differently than published.