



A POLYTECHNIC INSTITUTION

School of Business

Program: Human Resource Management

HRMG 3170
HUMAN RESOURCE DYNAMICS

Start Date: September 5, 2007 **End Date:** December 15, 2007

Total Hours: 45 **Total Weeks:** 15 **Term/Level:** Autumn 2007

Hours/Week: 3 **Lecture:** 1 **Lab:** 2 **Course Credits**
3

Prerequisites

Course No.	Course Name
BUSA 2100/2005 (or equivalent)	Introduction to Management
ECON 2200	Macroeconomics
FGMT 1100 and FGMT 2100	Accounting 1 and 2
FGMT 1152	OR Accounting for the Manager
HRMG 3100/3105 (or equivalent)	Introduction to Human Resource Management
ORGB 1100/1105 (or equivalent)	Organizational Behaviour

is a Prerequisite for: Diploma completion

Course No.	Course Name
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▼ **Course Description**

Human Resource Dynamics concentrates on the development of skills for building and maintaining effective relationships through leadership, facilitation, and influence.

▼ **Detailed Course Description**

This course focuses on methods of building and maintaining relationships for Human Resource practitioners. Learners will have the opportunity to apply the skills they are learning within their current course teams and will be encouraged to reflect on how they will use these skills in their careers.

▼ **Evaluation**

Assignments:			Comments: Students must pass the individual portion of the course in order to get credit for team work
Analysis of a Leadership Role (Individual)	25	%	
Facilitate a learning experience that encourages skill and personal growth (Group or Individual)	25	%	
Prepare a strategy to promote and HR initiative in an organization (Group)	30	%	
In class Assignments and Reflections (Individual)	20	%	
TOTAL	100	%	

▼ **Course Learning Outcomes/Competencies**

Upon successful completion of the course, the student will be able to:

- Develop a style of leadership that fits with his or her values and beliefs and is flexible enough to respond to changing situations
- Create a strategy for facilitating a task focused group that enables both task completion and personal growth
- Identify factors that contribute to Emotional Intelligence
- Prepare a strategy to promote an HR initiative in an organization
- Analyze an HR strategy using the balanced scorecard approach

v **Verification**

I verify that the content of this course outline is current.

Bonnie Milne



Authoring Instructor

September 2007

Date

I verify that this course outline has been reviewed.

Bonnie Milne



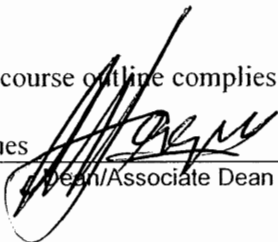
Program Head

September 2007

Date

I verify that this course outline complies with BCIT policy.

Christopher Jaques



Dean/Associate Dean

Sept 27/2007

Date

Note: Should changes be required to the content of this course outline, students will be given reasonable notice.

v **Instructor(s)**

Bonnie Milne MA

Office Location: SE 6-325

Office Phone: 604-432-8492

778 329 4059

Office Hrs.: As posted

E-mail Address: bmilne@bcit.ca

v **Learning Resources**

Required: Readings will be handed-out or posted on WebCT

Recommended:

1. Regular reading of business section in *National Post*, *Vancouver Sun* or *Globe & Mail*; occasional reading of *Fortune* and *Harvard Business Review*.
2. Other readings will be recommended throughout the course

v **Information for Students**

Assignments: Late assignments, lab reports or projects will **not** be accepted for marking. Assignments must be done on an individual basis unless otherwise specified by the instructor.

Ethics: BCIT assumes that all students attending the Institute will follow a high standard of ethics. Incidents of cheating or plagiarism may, therefore, result in a grade of zero for the assignment, quiz, test, exam, or project for all parties involved and/or expulsion from the course.

Attendance: The attendance policy as outlined in the current BCIT Calendar will be enforced. Attendance will be taken at the beginning of each session. Students not present at that time will be recorded as absent.

Illness: A doctor's note is required for any illness causing you to miss an assignment or project. At the discretion of the instructor, you may complete the work missed or have the work prorated.

Attempts: Students must successfully complete a course within a maximum of three attempts at the course. Students with two attempts in a single course will be allowed to repeat the course only upon special written permission from the Associate Dean. Students who have not successfully completed a course within three attempts will not be eligible to graduate from the appropriate program.

Course Outline Changes: The material or schedule specified in this course outline may be changed by the instructor. If changes are required, they will be announced in class.

v **Assignment Details**

1. Specific instructions will be distributed for each assignment.
2. Presentation assignments will occur in labs unless otherwise indicated.
3. Any assignment received late, without prior permission, will be reduced by 50%.

Schedule

Week of/ Number	Outcome/Material Covered	Reference/ Reading	Assignment	Due Date
1: Sept 5	<u>Lecture:</u> Course Overview	Review course outline Focus groups		
2: Sept 9	<u>Lecture:</u> Leadership - context	Sources of information	Lab: focus groups	
3: Sept 16	<u>Lecture:</u> Leadership	<i>Leadership context</i>	Lab – BAWB case -	
4: Sept 23	<u>Lecture:</u> Leadership	<i>Leadership conviction Giving feedback</i>	Assignment on Leadership	
5: Sept 31	<u>Lecture:</u> Leadership	Meeting with Year One students		
6: Oct 7	Monday, October 8 THANKSGIVING DAY: NO CLASSES			
7: Oct 14	Lecture: Facilitation Skills		Leadership Assignment Due	
8: Oct 19	Lecture: Facilitation Skills		Group Assignment	
9 Oct 28	Lecture: Facilitation Skills			
10 Nov 3	Lecture: Balanced Scorecard		Assignment on Facilitation	
11 Nov 11	Monday, November 12 REMEMBRANCE DAY: NO CLASSES			
12 Nov 18	Lecture: Emotional Intelligence			
13 Nov 25	Balanced Scorecard		Assignment on Facilitation due	
14 Dec 2	Lecture: Emotional Intelligence		Group Assignment due	