

# Human Resources Management (HRMN) Ontario College Graduate Certificate

## PART-TIME

### Frequently Asked Questions

#### **Do I need to apply?**

Part-time students must apply to this program through [ontariocolleges.ca](http://ontariocolleges.ca)  
Use the code HRMX for the in-class program and HRMO for the online program.

#### **What are the Admission Requirements?**

Admission requirements can be viewed on the [Program Outline](#).

#### **When can I start the program?**

Intakes:

Online study: September, January, May

In-class: September, January

#### **How many courses do I take?**

Full program details can be viewed on the [Program Outline](#).

Graduation requirements

12 Program Courses

1 Co-op Work Term

#### **Do I have to complete a Co-op Work Term as a part-time student?**

Yes, Co-op Work Terms are part of the graduation requirements for all students.

#### **Does this program meet the academic course requirements of the HRP?**

Yes – the [Program Outline lists the details](#).

### What does online mean?

The [Online Schedule](#) document displays when courses are offered online *asynchronous* which means no live classes. You can log in to the course whenever it works best for you. Most courses have weekly deadlines you will have to meet. Classes are delivered combining self-directed lectures, group discussions and virtual instructor support.

If you choose the online courses, you will not be required to be on campus for any part of the course – all lectures, tests, exams are online.

### If I apply to the in-class program, can I also take some courses online?

Yes. You can choose which courses to take. And if you apply to the online program, you can take in-class courses.

### How do I know which courses to take?

The courses in this program can be taken in any order – refer to the [In-class delivery](#) form or the [Online delivery](#) form to view the required courses in the program.

**Study Human Resources Management part-time**

Ontario College Graduate Certificate

Lead people. Manage change. Learn the expertise required to achieve positive employer-employee relationships. Gain hands-on experience on your co-op work term.

Please refer to the [Human Resources Management program page](#) for all of the main details, including admissions requirements.

On this page:

- [Program information](#)
- [Course information](#)
- [How to apply](#)
- [Frequently asked questions](#)
- [Contact us](#)

Take the CareerMatch quiz

View more Business and Management programs

2023-2024 program outline

2023-2024 outline (PDF)

Program outline archive

In-class delivery schedule

Online delivery schedule

Information package

### How long will it take to complete the certificate?

This depends on how many courses you take each semester.

Example Completion Timeline: 2 courses per semester

2.5 years including co-op work term (7 semesters)

Example: Fall – Winter – Summer – Fall – Winter – Summer – Co-op (Fall)

Example Completion Timeline: 3 courses per semester

1.5 years including co-op work term (5 semesters)

Example: Fall – Winter – Summer – Fall – Co-op (Winter)

## Why do some courses have (ODE) in the name?

These courses are offered through OntarioLearn. You can find more information on OntarioLearn in the [FAQs](#).

OntarioLearn courses are set up as equivalents to the Georgian College program courses. You can choose to take the ODE courses (when available) or the Georgian program courses.

**NOTE: for online asynchronous learning, students must take the ODE courses.**

When taking courses through **OntarioLearn** you will receive login information via email from the OntarioLearn office.

## What is the cost of the program?

There is no program fee when studying part-time. As a part-time student, you can take 1, 2 or 3 courses at a time in any given semester. Payment is per course, as you register.

The course fees change year-to-year and course to course. The best source for accurate fees is to check the [Human Resources Management](#) page.

See screenshot below.



Course information

Course offerings and equivalents  
Currently available courses are listed below.

| Course title                                  | Course code               | OntarioLearn equivalents                       |
|---|---------------------------|--|
| <a href="#">Compensation</a>                  | <a href="#">HRMN 1011</a> | <a href="#">Compensation Management (ODE)</a>  |
| <a href="#">Employee and Labour Relations</a> | <a href="#">HRMN 1022</a> | <a href="#">Industrial Relations (ODE)</a>     |
| <a href="#">Employment Law</a>                | <a href="#">HRMN 1010</a> | <a href="#">Employment Law (ODE)</a>           |
| <a href="#">Finance and Accounting</a>        | <a href="#">HRMN 1014</a> | <a href="#">Intro Financial/Mgmt Acct(ODE)</a> |
| <a href="#">Human Resources Analytics</a>     | <a href="#">HRMN 1023</a> | <a href="#">Personnel Research/HRIS(ODE)</a>   |
| <a href="#">Human Resources Management</a>    | <a href="#">HRMN 1007</a> | <a href="#">Principles of HR Mgmt (ODE)</a>    |
| <a href="#">Human Resources Planning</a>      | <a href="#">HRMN 1016</a> | <a href="#">HR Planning - Development(ODE)</a> |

Each course listed links to course sections with fees – sample Georgian College course:

### Compensation

HRMN 1011

#### Course description

This course provides students the opportunity to study theoretical issues, processes and practical applications involved in developing and administering a compensation system that attracts, retains and motivates the workforce. Students explore the objectives, policies, techniques and standards of rewards systems that are necessary to meet the strategic goals of organizations and individual employee needs. Students learn how to link compensation strategy to corporate strategy and apply behavioural theories in the design, implementation and management of compensation programs.

|                |                     |
|----------------|---------------------|
| <b>Credits</b> | <b>Course Hours</b> |
| 3              | 42                  |

Students registering for credit courses for the first time must declare a program at the point of registration. Declaring a program does not necessarily mean students must complete a program, individual courses may be taken for skill improvement and upgrading.

For more information, please [contact Continuing Education](#)

#### Available Courses

Unless stated, the course fee does NOT include the textbook(s). Not all courses have required textbooks. See [registration dates](#) for courses that are not yet open.

#### Compensation - HRMN 1011

Tuesday, Sept. 5, 2023

COMPENSATION - HRMN 1011

Fee: \$700.98

Course registration number: 12096

Start: Tuesday, Sept. 5, 2023

End: Friday, Dec. 15, 2023

#### Class times

| Days     | Times              | Building - Room |
|----------|--------------------|-----------------|
| Thursday | 8:00 to 10:50 a.m. | K - 219         |

Campus: Barrie

[Add to cart](#)

Sample OntarioLearn equivalent course:

## Compensation Management (ODE)

HRMN 1025

### Course description

This course provides the student with the foundation of the reward systems found in all organizations, whether profit or not-for-profit. The course examines both the theoretical and applied aspects of the compensation function, with special consideration of the major factors that influence the actual design of a compensation system.

### Credits

3

### Course Hours

42

Students registering for credit courses for the first time must declare a program at the point of registration. Declaring a program does not necessarily mean students must complete a program, individual courses may be taken for skill improvement and upgrading.

Contact [ol@georgiancollege.ca](mailto:ol@georgiancollege.ca) or call [705.722.1500](tel:705.722.1500) for more information.

[Ontariol.earn information](#)

### Available Courses

Unless stated, the course fee does NOT include the textbook(s). OntarioLearn textbooks can be ordered online through [www.textnet.ca](http://www.textnet.ca)

Confirmation letters for each OntarioLearn course is sent to your Georgian [student email](#) with information on how to log in to your course. OntarioLearn courses are not available through Georgian's BlackBoard.

▼ **Compensation Management (ODE) - HRMN 1025**  
Tuesday, Sept. 12, 2023

COMPENSATION MANAGEMENT (ODE) - HRMN 1025

Fee: \$795.98

Course registration number: 10624

**Start:** Tuesday, Sept. 12, 2023  
**End:** Tuesday, Dec. 19, 2023

**Class times**

| Days   | Times | Building - Room |
|--------|-------|-----------------|
| Online |       |                 |

Campus: Barrie

[Add to cart](#)

**NOTE: Course sections and fees for this program show during the Part-time Credit registration (add/drop) period only.** This date can be found on our website: [IMPORTANT DATES](#)

The ODE courses show for a longer period of time.

### Are part-time students eligible for OSAP?

Part-time students MAY be eligible – this is individual and based usually on number of courses you take per semester. For more information, visit our [Financial Aid](#) page.

### QUESTIONS? We are here to help!

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