

HUMAN RESOURCES MANAGEMENT

Program: HRMN

Credential: Ontario College Graduate Certificate

Delivery: Full-time + Part-time

Work Integrated Learning: 1 Field Placement

Length: 2 Semesters, plus 1 industry placement

Duration: 1 Year

Effective: Fall 2018, Winter 2019

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.

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

There is one industry placement requirement which has been designed to blend career interests with post-graduate college studies. Students will be given opportunities for interaction with professionals in the human resources industry. The students will experience one or more aspects of various human resources functions. Students and the Industry Placement Co-ordinator work together to seek meaningful employment opportunities for the required one-semester placement.

HRMN courses combine current theory with experiential learning methodologies in order to prepare the student for the ever-increasing demands that are required of the regulated Human Resources professional.

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%.

The Program Progression

Fall Intake

- **Sem 1:** Fall 2018
- **Sem 2:** Winter 2019
- **Industry Placmt:** Summer 2019

Winter Intake

- **Sem 1:** Winter 2019
- **Sem 2:** Summer 2019
- **Industry Placmt:** 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 Industry Placement

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

Industry Placement

HRMN 1020	In-Industry Placement
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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.