

	<p>Faculty of Business and Information Technology</p> <p>Program Adjustment: Change HR concentration to HR Major</p>
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**BComm Program Adjustment – Concentration in Human Resources Management to a Major/Minor in Organizational Behaviour and Human Resources Management**

**Rational for program adjustment:**

When the Faculty of Business and IT moved from having concentrations to majors the faculty did not have a strong set of core faculty members to support this concentration area. We have now hired two tenure track professors in this area. The concentration area itself was also in transition as HRPAO (the Ontario accreditation body) was changing the requirements for accreditation from a college diploma to a University degree. As a result, we have seen an increase in demand from our student for these courses. As part of their concentration in human resources management, these students must take all of the core Organizational Behaviour and Human Resources Management courses. They are the only students in the Faculty of Business and IT that still receive a concentration and not a Major designation. There has been many requests from students for this concentration to move to a major and we now have the ability to support the program as a major in FBIT.

Many of the courses that are recommended as Organization Behaviour and Human Resources Management electives will be offered as part of the Faculty’s strategy for providing electives for both its general BComm degree students as well as for students at UOIT in general. As a result, many of the students currently taking the concentration in human resources management would be eligible to obtain the major. Having the major indicated on their degree would enhance their ability to market themselves and obtain high quality employment in the area of human resources management.

Having this major would also facilitate the transition of students from college through the bridge program as this new major would reflect and support the interest in college students in human resources management completing their BComm degree in this area. This would be highly attractive given the recent changes in the requirements from the HRPAO.

The minor in Organizational Behaviour and Human Resources management would support interest from across the BComm in obtaining additional insight and skills in managing people within an organization. This is a very important aspect for entrepreneurs and small business owners who cannot afford to outsource this component of the business.

**Calendar Description:**

**9.2.10 Program details – Organizational Behaviour and Human Resources Management major and minor**

The Organizational Behaviour and Human Resources Management major provides students with training in organizational behavior theory and human resources management in preparation for the Human Resources Professionals Association of Ontario (HRPAO) professional exams.

The curriculum is designed to teach you the skills and perspectives essential for a career in human resources management in any organization. The many career opportunities for Organizational Behaviour and Human Resources Management graduate include: employee benefits managers; employee relations representatives; human resources specialists; employment and placement managers; and training and development managers.

**9.2.10.1 Organizational Behaviour and Human Resources Management Major**  
 The Bachelor of Commerce (Honours) degree with a major in Organizational Behaviour and Human Resources Management requires a minimum of 30 credit hours in organizational behavior and human resources management courses. Students must complete the eight human resources management courses and a minimum of two human resources management elective courses.

Organizational Behaviour and Human Resources Management core courses:

- BUSI 2311U Organizational Behaviour
- BUSI 2312U Introduction to Human Resources Management
- BUSI 3305U Recruiting and Selection
- BUSI 3312U Industrial and Labour Relations
- BUSI 3340U Human Resource Planning
- BUSI 3360U Health and Safety
- BUSI 3380U Compensation and Benefits
- BUSI 3390U Training and Development

Organizational Behaviour and Human Resources Management elective courses:

- BUSI 3810U International Management
- BUSI 3820U International Human Resources Management
- BUSI 3315U Negotiation Theory and Behaviour
- BUSI 3319U Conciliation and Dispute Resolution
- BUSI 3370U Employment and Labour Laws
- BUSI 4390U Special topics in OB and HRM
- BUSI 4399U Directed Independent Study in OB and HRM

Requirement for acceptance into the OB & HR Major:

Min C+ in BUSI2311U and BUSI2312U along with a min. GPA of 2.3. The student is expected to retain a GPA of 2.3 in order to continue in the HR major program. This is consistent with the current requirements for acceptance into the Accounting major which has similar academic requirements for accreditation. The HRPAO also requires a min. standard of 70% average for a students to have the courses count towards the accreditation requirements.

**9.2.10.2 Organizational Behaviour and Human Resources Management minor**  
 The Bachelor of Commerce (Honours) degree with a minor in Organizational Behaviour and Human Resources Management requires a minimum of 18 credit hours in organizational behaviour and human resources management courses. Students must complete the two organizational behavior and human resources management courses and a minimum of four organizational behavior and human resources management elective courses.

Organizational Behaviour and Human Resources Management core courses:

- BUSI 2311U Organizational Behaviour
- BUSI 2312U Introduction to Human Resources Management

Organizational Behaviour and Human Resources Management elective courses:

- BUSI 3305U Recruiting and Selection
- BUSI 3312U Industrial and Labour Relations
- BUSI 3340U Human Resource Planning
- BUSI 3360U Health and Safety
- BUSI 3380U Compensation and Benefits
- BUSI 3390U Training and Development
- BUSI 3315U Negotiation Theory and Behaviour
- BUSI 3319U Conciliation and Dispute Resolution
- BUSI 3370U Employment and Labour Laws
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**Elective Course Offerings and Budget Considerations:**

We propose that the program map is designed such that the HR elective spot in 3<sup>rd</sup> and 4<sup>th</sup> year both occur during the same semester so that courses may be offered every other year and students will get a larger selection of choices for electives while the Faculty maximizes its resource use. This would be similar to how the rest of the HR courses are currently offered in the concentration. We would like to see at least 2 HR electives offered during each elective slot so students would have a choice to take 2 of at least 4 different courses offered during their 3<sup>rd</sup> and 4<sup>th</sup> year. All these courses already exist in the course calendar we have not offered them consistently for students until now. If the courses prove to be popular, then we would ask that consideration be given to offering more courses on an annual instead of every other year bases. Currently, the enrolment in the 3<sup>rd</sup> and 4<sup>th</sup> year core courses in the human resources management concentration are oversubscribed (max size set at 50) at an average of 64 students per section.

The only courses that would be additional in course offerings from the existing concentration are the Organizational Behaviour and Human Resources Management electives, of which at least 2 or 3 will be offered next year to meet the need of BCom and UOIT students for electives. In this respect, the adjustment of the concentration to a major will not incur any additional expenses. Timeline for implementation:

**Timeline for Implementation:**

As the concentration is already being offered, and the electives will be offered next year to meet the Faculty need, we would like the major to be acknowledged for students graduating in 2012 and added to the 2011-2012 course calendar. Given the expected scheduling of elective courses, students currently in the human resources management concentration would be able to complete the required components of the major.

\*Note, there are no new courses or changes to existing courses being proposed as part of this program adjustment



**Faculty of Business and Information Technology**  
**Bachelor of Commerce (Honours) Program Map**  
***Year 1 Students entering Commerce Program in 2010/11***

Year 1	Semester 1	BUSI 1010U Critical Thinking and Ethics <u>OR</u> BUSI 1020U Business Skills and Communication	BUSI 1520U Business Computer Applications <u>OR</u> Elective*	BUSI 1600U Management of the Enterprise	BUSI 1915U Linear Algebra	ECON 2010U Microeconomics
	Semester 2	BUSI 1010U Critical Thinking and Ethics <u>OR</u> BUSI 1020U Business Skills and Communication	BUSI 1520U Business Computer Applications <u>OR</u> Elective*	BUSI 2150U Financial Accounting 1	BUSI 1450U Statistics	ECON 2020U Macroeconomics

Year 2	Semester 1	BUSI 2160U Financial Accounting II	BUSI 2201U Marketing I	BUSI 2311U Organizational Behaviour	BUSI 2401U Finance I	BUSI 1916U Introductory Calculus
	Semester 2	BUSI 2170U Managerial Accounting	BUSI 2202U Marketing II	BUSI 2312U Introduction to Human Resources Management	BUSI 2402U Finance II	BUSI 2603U Introduction to Operations Management

Year 3

Year 3-1	<b>Human Resources Concentration</b>	BUSI 3040U Information Systems <u>OR</u> BUSI 3705U Legal Environment of Business	BUSI 3390U Training and Development	<b>Old: BUSI Concentration Elective</b> <b>NEW: OB&amp;HR Major Elective</b>	General Elective	General Elective
Year 3-2	<b>Human Resources Concentration</b>	BUSI 3040U Information Systems <u>OR</u> BUSI 3705U Legal Environment of Business	BUSI3360U Health and Safety	BUSI 3340U HR Planning	<b>Old: BUSI Concentration Elective</b> <b>New: BUSI Elective or General Elective</b>	General Elective

Year 4



**Note: Capstone Study Project is an 8 month project - September to April, though shows as a Fall course only on this map (as of Fall 2011)**

Year 4-1	<b>Human Resources Concentration</b>	BUSI 4995U Capstone Study Project	BUSI 4701U Strategic Management	BUSI 3390U Training & Development	<b>Old: BUSI Concentration OR General Elective</b> <b>New: OB&amp;HR Elective</b>	General Elective
Year 4-2	<b>Human Resources Concentration</b>	Elective*	Elective*	BUSI 3340U HR Planning	BUSI 3360U Health and Safety	General Elective