

## **MHR 405 – Organizational Behaviour and Interpersonal Skills**

This course combines theories from organizational behaviour with experiential learning and in-class practice, to introduce students to interpersonal skills concepts and develop a theoretical understanding of organizational behaviour, as well as their ability to work productively in a team. Topics include employee motivation, perception and diversity, interpersonal and organizational communication, team dynamics, leadership, conflict, power, and influence.

Lect: 1 hr.  
Lab: 2 hrs.  
Course Weight: 1.00  
Billing Units: 1

## **MHR 523 – Human Resources Management**

This course exposes students to the dynamic and diverse field of Human Resources Management and provides a foundation in theory and practice for areas such as human resources planning, recruitment and selection of staff, training and development, and compensation. Current events, human resources strategy, relevant legislation, and future trends are also explored. The course provides students with the fundamentals necessary to effectively administer the human resources function of an organization. (Formerly MGT 523 and MHR 728.)

Lect: 3 hrs.

Course Weight: 1.00

Billing Units: 1

## **MHR 600 – Diversity and Equity in the Workplace**

This course introduces basic concepts of discrimination, human rights, affirmative action/employment equity, and equal pay for work of equal value/pay equity. It provides an historical overview of developments in the field in Canada and examines recent legislative initiatives. In addition to gaining an understanding of legal requirements under the Human Rights Code, legislation related to equality issues, and the Charter of Rights and Freedoms, students become familiar with the techniques for developing an equal opportunity or employment equity program within an organization.

Lect: 3 hrs.  
Prerequisite: MHR 523 or HTH 503  
Course Weight: 1.00  
Billing Units: 1

## **MHR 670 – Special Topics in Org Behav and HR Mgmt**

This course provides students with the opportunity to pursue advanced studies on issues and themes of immediate and current significance in the fields of Organizational Behaviour and Human Resources Management. It allows students to access leading-edge research and to explore new and emerging models of practice. The particular theme, topic, and structure of the course will vary in response to changes and trends in the field, availability of specialists, and student interest.

Lect: 3 hrs.

Prerequisites: (MHR 405 or Direct Entry) and MHR 523

Course Weight: 1.00

Billing Units: 1

## **MHR 721 - Negotiation and Conflict Resolution**

The primary objective of this course is to help students develop the sophistication to analyze bargaining and conflict relationships and to learn (through class discussion, bargaining simulations, and self assessment) about their own individual bargaining style. The course explores the process of collective bargaining as it is currently practised by organizations and their unions, as well as the major concepts and theories of the psychology of bargaining and negotiation that this process embraces.

Lect: 3 hrs.

Course Weight: 1.00

Billing Units: 1

## **MHR 749 – Compensation Management**

This course provides theoretical and practical understanding in the development and administration of compensation systems. It examines the concepts and processes of rewarding employees, and focuses on major items of the compensation program, such as Job Evaluation, Compensation Surveys, Benefits and Services, Work Incentives, and Performance Appraisals. The course will also discuss some of the topical issues of Compensation Management such as Compensation for Managerial, Professional, and Exempt Employees, Government Guidelines and Regulations, and Compensation Information Systems. (formerly MGT 749).

Lect: 3 hrs.  
Prerequisite: MHR 523 or HTH 503  
Course Weight: 1.00  
Billing Units: 1