

HUMAN RESOURCES MANAGEMENT

Program: HRMN

Credential: Ontario College Graduate Certificate

Delivery: Full-time

Work Integrated Learning: 1 Co-op Work Term

Length: 2 Semesters, plus 1 work term

Duration: 1 Year

Effective: Fall 2023, Winter 2024, Summer 2024

Location: ILAC Toronto

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.

Graduates from the program will be ready to perform all human resources functions within the business environment. Demonstrating the skills and competencies such as the ability to communicate effectively collaborate with others and displaying initiative and perseverance, graduates will possess the required knowledge, skills and abilities to be a key person within the organization.

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

All co-operative education programs at Georgian contain mandatory work term experiences aligned with program learning outcomes. Co-op work terms are designed to integrate academic learning with work experience, supporting the development of industry specific competencies and employability skills.

Georgian College holds membership with, and endeavours to follow, the co-operative education guidelines set out by the Co-operative Education and Work Integrated Learning Canada (CEWIL) and Education at Work Ontario (EWO) as supported by the Ministry of Colleges and Universities.

Co-op is facilitated as a supported, competitive job search process. Students are required to complete a Co-op and Career Preparation course scheduled prior to their first co-op work term. Students engage in an active co-op job search that includes applying to positions posted by Co-op Consultants, and personal networking. Co-op work terms are scheduled according to a formal sequence that alternates academic and co-op semesters as shown in the program progression below.

Programs may have additional requirements such as a valid driver's license, strong communication skills, industry specific certifications, and ability to travel. Under exceptional circumstances, a student may be unable to complete the program progression as shown below. Please refer to Georgian College Academic Regulation 3.2.7: *Changes in program, course, section or co-op*, for details.

International co-op work terms are supported and encouraged, when aligned with program requirements.

Further information on co-op services can be found at [www.GeorgianCollege.ca/co-op](http://www.georgiancollege.ca/co-op/) (<http://www.georgiancollege.ca/co-op/>)

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%.

Program Progression

The following reflects the planned progression for full-time offerings of the program.

Fall Intake

- **Sem 1:** Fall 2023
- **Sem 2:** Winter 2024
- **Work Term:** Summer 2024

Winter Intake

- **Sem 1:** Winter 2024
- **Sem 2:** Summer 2024
- **Work Term:** Fall 2024

Summer Intake

- **Sem 1:** Summer 2024
- **Sem 2:** Fall 2024
- **Work Term:** Winter 2025

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

- ILAC Pathway 3.2, or IELTS 6.5 with no band less than 6.0 (SDS program – IELTS score 6.5, no band less than 6.0)
- 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 Co-op Work Term

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

The following reflects the planned course sequence for full-time offerings of the Fall intake of the program. Where more than one intake is offered contact the program co-ordinator for the 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

Co-op Work Term

COOP 1054	Human Resources Management Work Term
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Graduation Window

Students unable to adhere to the program duration of one year (as stated above) may take a maximum of two years to complete their credential. After this time, students must be re-admitted into the program, and follow the curriculum in place at the time of re-admission.

Disclaimer: *The information in this document 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.*

Program outlines may be subject to change in response to emerging situations, in order to facilitate student achievement of the learning outcomes required for graduation. Components such as courses, progression, coop work terms, placements, internships and other requirements may be delivered differently than published.