



COURSE OUTLINE		
TERM: Fall 2024	COURSE NO: BADM 202	
INSTRUCTOR:	COURSE TITLE: People Management	
OFFICE: LOCAL: E-MAIL: @capilanou.ca	SECTION NO(S):	CREDITS: 3.0
OFFICE HOURS:		
COURSE WEBSITE:		

Capilano University acknowledges with respect the Lil'wat7úl (Lil'wat), x^wməθk^wəyám (Musqueam), shíshálh (Sechelt), Sḵwəxwú7mesh (Squamish), and Səlílwətaʔ/Selilwitulh (Tseil-Waututh) people on whose territories our campuses are located.

COURSE FORMAT

Three hours of class time, plus an additional hour delivered through on-line or other activities for a 15-week semester, which includes two weeks for final exams. This course may be delivered in mixed mode or online formats.

COURSE PREREQUISITES

15 credits of 100-level or higher coursework or RMCP 172 or RMCP 173

CALENDAR DESCRIPTION

This course explores the vital role of people management in shaping organizational effectiveness and culture. Participants will learn about organizational structures, systems, and design, as well as the impact of employment legislation on recruitment, orientation, training, and workplace wellness. Practical skills will be honed through effective interview techniques, creating training sessions, and coaching for performance. Students will master the art of fostering a positive workplace, recognizing and engaging employees, and handling challenging situations like difficult conversations and employee exits. By the end of this course, participants will contribute significantly to organizational success and employee well-being.

REQUIRED TEXTS AND/OR RESOURCES

Specific texts, resources and technology will vary depending on term and instructor. The course may make use of an assigned textbook, instructor prepared courseware or readings made available as Open Educational Resources (OER).

Possible open resources

- <https://collection.bccampus.ca/textbooks/human-resource-management-university-of-minnesota-libraries-publishing-156/>

- <https://opentextbooks.concordia.ca/>
- Online resources: https://courses.lumenlearning.com/wm-humanresourcesmgmt/?utm_referrer=https%3A%2F%2Flumenlearning.com%2F
- <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards>
- <https://opentextbooks.concordia.ca/>

COURSE STUDENT LEARNING OUTCOMES

On successful completion of this course, students will be able to do the following:

1. Explain how people management impacts organizational effectiveness and culture.
2. Summarize how employment legislation affects recruitment, orientation, training, and employee engagement and workplace health and safety strategies at the managerial level.
3. Demonstrate effective employment interview techniques in an interviewer role.
4. Apply people management best practices to a training session or orientation plan
5. Practice effective coaching techniques to support the performance of others.

COURSE CONTENT

Week	Topic
1	Introduction to people management
2-3	Organizational structures, systems and design Organizational culture and effectiveness
4	Operating within the legal framework/employment legislation Labour relations and the role of unions
5	HR planning, recruitment and selection
6	Selection interview sessions
7	Orientation, Training and Development
8	Training/orientation sessions
9	HR Analytics
10-11	Managing and coaching for individual and team performance Performance coaching sessions
12	Creating a safe and healthy workplace
13	Recognizing and engaging employees Managing employee turnover
14-15	Final Exam Period Final reflection due

EVALUATION PROFILE

Assessment	% of Final Grade	Learning Outcomes
Assignments (I)	30%	1,2,3
Application Assessment One: training and orientation (T)	20%	2,4
Application Assessment Two: performance coaching (I)	15%	5
Quizzes (I)	20%	1,2,4
Final reflection assessment (I)	15%	1,2,3,4,5
Total	100%	

GRADING PROFILE

A+ = 90-100	B+ = 77-79	C+ = 67-69	D = 50-59
A = 85-89	B = 73-76	C = 63-66	F = 0-49
A- = 80-84	B- = 70-72	C- = 60-62	

Incomplete Grades

Grades of Incomplete “I” are assigned only in exceptional circumstances when a student requests extra time to complete their coursework. Such agreements are made only at the request of the student, who is responsible to determine from the instructor the outstanding requirements of the course.

Late Assignments

Assignments are due at the beginning of the class on the due date listed. If you anticipate handing in an assignment late, please consult with your instructor beforehand.

Missed Exams/Quizzes/Labs etc.

Make-up exams, quizzes and/or tests are given at the discretion of the instructor. They are generally given only in medical emergencies or severe personal crises. Some missed labs or other activities may not be able to be accommodated. Please consult with your instructor.

*** Accommodations can be made to honour community needs and traditional practices.

Attendance

Students are expected to attend all classes and associated activities.

English Usage

Students are expected to proofread all written work for any grammatical, spelling and stylistic errors. Instructors may deduct marks for incorrect grammar and spelling in written assignments.

Electronic Devices

Students may use electronic devices during class for note taking only.

On-line Communication

Outside of the classroom, instructors will (if necessary) communicate with students using either their official Capilano University email or eLearn; please check both regularly. Official communication between Capilano University and students is delivered to students' Capilano University email addresses only.

UNIVERSITY OPERATIONAL DETAILS**Tools for Success**

Many services are available to support student success for Capilano University students. A central navigation point for all services can be found at: <https://www.capilanou.ca/student-services/>

Capilano University Security: download the [CapU Mobile Safety App](#)

Policy Statement (S2009-06)

Capilano University has policies on Academic Appeals (including appeal of final grade), Student Conduct, Academic Integrity, Academic Probation and other educational issues. These and other policies are available on the University website.

Academic Integrity (S2017-05)

Any instance of academic dishonesty or breach of the standards of academic integrity is serious and students will be held accountable for their actions, whether acting alone or in a group. See policy and procedures S2017-05 Academic Integrity for more information:

<https://www.capilanou.ca/about-capu/governance/policies/>

Violations of academic integrity, including dishonesty in assignments, examinations, or other academic performances, are prohibited and will be handled in accordance with the Student Academic Integrity Procedures.

Academic dishonesty is any act that breaches one or more of the principles of academic integrity. Acts of academic dishonesty may include but are not limited to the following types:

Cheating: Using or providing unauthorized aids, assistance or materials while preparing or completing assessments, or when completing practical work (in clinical, practicum, or lab settings), including but not limited to the following:

- Copying or attempting to copy the work of another during an assessment;
- Communicating work to another student during an examination;

- Using unauthorized aids, notes, or electronic devices or means during an examination;
- Unauthorized possession of an assessment or answer key; and/or,
- Submitting of a substantially similar assessment by two or more students, except in the case where such submission is specifically authorized by the instructor.

Fraud: Creation or use of falsified documents.

Misuse or misrepresentation of sources: Presenting source material in such a way as to distort its original purpose or implication(s); misattributing words, ideas, etc. to someone other than the original source; misrepresenting or manipulating research findings or data; and/or suppressing aspects of findings or data in order to present conclusions in a light other than the research, taken as a whole, would support.

Plagiarism: Presenting or submitting, as one's own work, the research, words, ideas, artistic imagery, arguments, calculations, illustrations, or diagrams of another person or persons without explicit or accurate citation or credit.

Self-Plagiarism: Submitting one's own work for credit in more than one course without the permission of the instructors, or re-submitting work, in whole or in part, for which credit has already been granted without permission of the instructors.

Prohibited Conduct: The following are examples of other conduct specifically prohibited:

- Taking unauthorized possession of the work of another student (for example, intercepting and removing such work from a photocopier or printer, or collecting the graded work of another student from a stack of papers);
- Falsifying one's own and/or other students' attendance in a course;
- Impersonating or allowing the impersonation of an individual;
- Modifying a graded assessment then submitting it for re-grading; or,
- Assisting or attempting to assist another person to commit any breach of academic integrity.

Sexual Violence and Misconduct

All Members of the University Community have the right to work, teach and study in an environment that is free from all forms of sexual violence and misconduct. Policy B401 defines sexual assault as follows:

Sexual assault is any form of sexual contact that occurs without ongoing and freely given consent, including the threat of sexual contact without consent. Sexual assault can be committed by a stranger, someone known to the survivor or an intimate partner.

Safety and security at the University are a priority and any form of sexual violence and misconduct will not be tolerated or condoned. The University expects all Students and Members of the University Community to abide by all laws and University policies, including B.401 Sexual Violence and Misconduct Policy and B.401.1 Sexual Violence and Misconduct Procedure (found on Policy page <https://www.capilanou.ca/about-capu/governance/policies/>)

Emergencies: Students are expected to familiarise themselves with the emergency policies where appropriate and the emergency procedures posted on the wall of the classroom.