

# HONOURS BACHELOR OF COMMERCE (OPTION IN HUMAN RESOURCE MANAGEMENT) (COMPLEMENTARY OPTION IN BUSINESS ANALYTICS)

In recent years, organizations have increasingly begun to appreciate the strategic importance of adopting a systematic approach to human resource management (HRM). The purpose of this program is to provide an in-depth knowledge of the three HRM functions that have become most critical in organizations: personnel management, industrial relations and organizational behaviour. This program emphasizes both practical and conceptual skills, to enable students to work in all areas of HRM in the private, public, and not-for-profit sectors.

Graduates of this program are well-positioned to succeed in the competitive HR labour market, as the majority of our courses have been accredited by the Human Resources Professionals Association of Ontario (HRPAO). Thus, students who successfully complete the HRM program not only receive a BCom with specialized training in HRM, but also fulfill the academic requirements for Certified Human Resources Professional (CHRP) designation.

This program is offered in English and in French.

## Bachelor of Commerce and Master of Science Management (Research Project) Pathway

This exciting integrated accelerated bachelor's/master's program allows students to earn two degrees in five years. Designed for students with a strong academic record and a keen interest in conducting business research, this integrated program enables select undergraduate students to get a jump-start in their project-based master's program by completing two graduate courses during their last year of the undergraduate degree, and starting their research project in a familiar environment over the summer bridge term between the bachelor's and master's programs. This integrated program focuses on empowering students to develop their business acumen and research skills in a specialized field of study, and to contribute towards smarter decisions about policy and practice in creating a better Canada.

For further information on this Dual Fast-track Degree, please communicate with the Student Services Centre via [undergraduate@telfer.uOttawa.ca](mailto:undergraduate@telfer.uOttawa.ca).

## Program Requirements

Co-operative education is available with this program.

The French immersion stream is available with this program.

ADM 1300	Introduction to Business	3 Units
ADM 1301	Business and Society	3 Units
ADM 1305	Mathematics for Business	3 Units

ADM 1340	Financial Accounting	3 Units
ADM 1370	Applications of Information Technology for Business	3 Units
ECO 1102	Introduction to Macroeconomics	3 Units
ECO 1104	Introduction to Microeconomics	3 Units
ENG 1131	Effective Business English	3 Units
ADM 2302	Business Analytics	3 Units
ADM 2303	Statistics for Management	3 Units
ADM 2304	Applications of Statistical Methods in Business	3 Units
ADM 2320	Marketing	3 Units
ADM 2336	Organizational Behaviour	3 Units
ADM 2337	Human Resource Management	3 Units
ADM 2341	Managerial Accounting	3 Units
ADM 2350	Financial Management	3 Units
ADM 2372	Management Information Systems	3 Units
ADM 2381	Business Communication Skills	3 Units
ADM 3301	Operations Management	3 Units
ADM 3318	International Business	3 Units
ADM 4311	Strategic Management	3 Units

**Total: 63 Units**

### Option courses <sup>1</sup>

ADM 3333	Staffing Organizations	3 Units
ADM 3334	Industrial Relations	3 Units
ADM 3337	Compensation Administration	3 Units
ADM 4336	Occupational Health and Safety	3 Units
ADM 4338	International Training and Development for Sustainability	3 Units
ADM 4339	Strategic Human Resources Planning	3 Units
3 optional course units in administration (ADM)		3 Units

**Total: 21 Units**

### Complementary Option courses

ADM 3305	Business Simulation Analytics	3 Units
ADM 4307	Business Forecasting Analytics	3 Units
ADM 4363	Business Optimization Analytics	3 Units
ADM 4964	Application of Business Analytics	3 Units

**Total: 12 Units**

## Elective Courses Options

9 optional course units in administration (ADM) 9 Units

15 elective course units from another faculty <sup>1</sup> 15 Units

15 elective course units 15 Units

**or**

one additional option (18 course units) from the list of additional options below 18 Units

15 elective course units from another faculty <sup>1</sup> 15 Units

6 elective course units 6 Units

**or**

9 optional course units in administration (ADM) 9 Units

*This is a copy of the 2024-2025 catalog.*

one additional minor (30 course units)	30 Units
<b>Total:</b>	<b>39 Units</b>

Note(s)

1

Please note that all of the following HR courses have been accredited by the HRPAO as contributing academic units toward the CHRP designation.

2

At most 6 course units can be at the 1000 level.