

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.

Program Requirements

Co-operative education is available with this program.

The French immersion stream is available with this program.

Common Core courses

ADM 1300	Introduction to Business Management	3 Units
ADM 1301	Social Context of 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
3 course units from:		3 Units
PHI 1101	Reasoning and Critical Thinking	
PHI 1301	Philosophy: Ideas and Arguments	
MAT 1300	Mathematical Methods I	3 Units
MAT 1302	Mathematical Methods II	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
PHI 2397	Business Ethics	3 Units
ADM 3301	Operations Management	3 Units
ADM 3318	International Business	3 Units
ADM 4311	Strategic Management	3 Units
Total:		72 Units

Option courses ¹

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

15 course units from another faculty ²		15 Units
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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.