HONOURS BACHELOR OF COMMERCE (OPTION IN HUMAN RESOURCE MANAGEMENT)

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.

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

Requirements for this program have been modified. Please consult the 2021-2022 calendars (http://catalogue.uottawa.ca/en/archives/) for the previous requirements.

Compulsory Core Courses
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

Human Resources Management Option
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
Total: 18 Units

Note(s)
Please note that all of the HR option courses have been accredited by the HRPAO as contributing academic credits toward the CHRP designation.

Elective Courses Options
9 optional course units in administration (ADM) 9 Units
15 elective course units from another faculty 1 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 1 15 Units
6 elective course units 6 Units
or
9 optional course units in administration (ADM) 9 Units
one additional minor (30 course units) 30 Units
Total: 39 Units

Note(s)
1 A maximum of 6 course units at the 1000 level can count towards this requirement.
2 ADM 4337 is recommended as part of your elective course units in administration (ADM).

List of Additional Options
Accounting Option
ADM 2342 Intermediate Accounting I 3 Units
ADM 3340 Intermediate Accounting II 3 Units
ADM 3345 Taxation I 3 Units
ADM 3346 Cost Accounting 3 Units
6 course units from: 6 Units

This is a copy of the 2024-2025 catalog.

ADM 3349 Auditing Theory
ADM 3350 Corporate Finance
ADM 3360 Business Law
ADM 4340 Cases Studies in Accounting
ADM 4341 Advanced Auditing
ADM 4343 Data Analytics in Accounting
ADM 4344 Taxation II
ADM 4345 Management Control Systems
ADM 4346 Auditing in a digital environment
ADM 4348 Special Topics in Financial Accounting
ADM 4349 Advanced Accounting
ADM 3308 Business Data Mining
ADM 3378 Emerging Topics in Management Information Systems
ADM 3379 Systems Analysis, Development, and Performance
ADM 4377 Digital Enterprise Systems and Strategies
ADM 4307 Business Forecasting Analytics
ADM 4378 Business Communications Networks
ADM 4379 Management and Implementation of Web Technologies in Organizations
ADM 3319 Cross-Cultural Management
ADM 4318 Multinational Business Policy
ADM 3317 Varieties of Capitalism: from Medieval Merchants to Modern Multinationals
ADM 3358 Multinational Business Finance
ADM 4319 Strategic Management in Developing and Emerging Economies
ADM 4328 International Marketing
ADM 4338 International Training and Development for Sustainability
ADM 3351 Fixed Income Investments
ADM 3352 Portfolio Management
ADM 3354 Financial Modeling
ADM 3355 Fintech
ADM 4351 Options and Futures
ADM 4352 Advanced Corporate Finance
ADM 4354 International Financial Management
ADM 4356 Alternative Investments and Risk Management
ADM 4358 Mergers and Acquisitions
ADM 3363 Healthcare Informatics for Managers
ADM 4307 Business Forecasting Analytics
ADM 4363 Business Optimization Analytics
ADM 4964 Application of Business Analytics
ADM 3302 Supply Chain Management
ADM 3316 Competitive Intelligence
ADM 3305 Business Simulation Analytics
BIO 4158 Applied Biostatistics
ECO 3125 Introduction to Health Economics
HSS 3101 Health Research: Quantitative and Qualitative Approaches
HSS 4303 Epidemiology

Total: 18 Units

**International Management Option**

ADM 3319 Cross-Cultural Management 3 Units
ADM 4318 Multinational Business Policy 3 Units
12 course units from:
ADM 3317 Varieties of Capitalism: from Medieval Merchants to Modern Multinationals
ADM 3358 Multinational Business Finance
ADM 4319 Strategic Management in Developing and Emerging Economies
ADM 4328 International Marketing
ADM 4338 International Training and Development for Sustainability

Mandatory International Exchange 15 Units

Total: 33 Units

* No culture courses are allowed for this requirement.

**Mandatory Requirement: International Exchange**

Students in the International Management option must complete at least 12 of the 120-unit program requirements abroad as part of an international exchange with one of the international partner institutions of the Telfer School of Management. At least one and at most two full-time semester(s) of study abroad (minimum 12 units per semester abroad) must be completed. During the exchange, students must take business courses or third language courses. The normal load of an international exchange study session is 15 units.

Units completed as part of the international exchange session(s) may count towards partial or complete fulfillment of:

a) any of the 12 elective units listed under the International Management option requirements, provided the courses offered at the international partner institution are considered equivalent to the corresponding Telfer School of Management courses;

b) the 15 course units in administration (ADM);

c) the 15 course units from another faculty.

**Management Option**

ADM 4317 Leadership, Strategy and Sustainability 3 Units

15 course units from:
ADM 3302 Supply Chain Management
ADM 3316 Competitive Intelligence
ADM 3305 Business Simulation Analytics
ADM 3308 Business Data Mining
BIO 4158 Applied Biostatistics
ECO 3125 Introduction to Health Economics
HSS 3101 Health Research: Quantitative and Qualitative Approaches
HSS 4303 Epidemiology

Total: 18 Units

**Business Technology Management Option**

ADM 3308 Business Data Mining 3 Units
ADM 3378 Emerging Topics in Management Information Systems 3 Units
ADM 3379 Systems Analysis, Development, and Performance 3 Units
ADM 4377 Digital Enterprise Systems and Strategies 3 Units
6 optional course units from: 6 Units
ADM 3305 Business Simulation Analytics
ADM 4307 Business Forecasting Analytics
ADM 4378 Business Communications Networks
ADM 4379 Management and Implementation of Web Technologies in Organizations

Total: 18 Units

**Finance Option**

ADM 2352 Finance Theory 3 Units
ADM 3350 Corporate Finance 3 Units
ADM 4350 Equity Valuation 3 Units
ADM 4355 Finance, Ethics and Social Responsibility 3 Units
6 course units from: 6 Units
ADM 3351 Fixed Income Investments
ADM 3352 Portfolio Management
ADM 3354 Financial Modeling
ADM 3355 Fintech
ADM 4351 Options and Futures
ADM 4352 Advanced Corporate Finance
ADM 4354 International Financial Management
ADM 4356 Alternative Investments and Risk Management
ADM 4358 Mergers and Acquisitions

Total: 18 Units

**Healthcare Analytics Option**

ADM 3363 Healthcare Informatics for Managers 3 Units
ADM 4307 Business Forecasting Analytics 3 Units
ADM 4363 Business Optimization Analytics 3 Units
ADM 4964 Application of Business Analytics 3 Units
6 optional course units from: 6 Units
ADM 3302 Supply Chain Management
ADM 3316 Competitive Intelligence
ADM 3305 Business Simulation Analytics
ADM 3308 Business Data Mining
BIO 4158 Applied Biostatistics
ECO 3125 Introduction to Health Economics
HSS 3101 Health Research: Quantitative and Qualitative Approaches
HSS 4303 Epidemiology

Total: 18 Units

ADM 3317 Varieties of Capitalism: from Medieval Merchants to Modern Multinationals
ADM 4103 Project Management
ADM 4312 Management in the New Economy
ADM 4316 Management of Innovation
ADM 4319 Strategic Management in Developing and Emerging Economies
ADM 4358 Mergers and Acquisitions

Total: 18 Units

Note(s)
The Management option will be organized in terms of three themes. It is strongly recommended that students choose at least one course (3 units) from each theme:
1. Managing for continuous performance improvement: ADM 3316, ADM 4103, ADM 4316;
2. Managing outwards: the firm in its environment: ADM 3302, ADM 4103, ADM 4316;

Marketing Option
ADM 3321 Consumer Behaviour 3 Units
ADM 3322 Services Marketing 3 Units
ADM 3323 Market Research 3 Units
ADM 3326 Advertising and Sales Promotion Management 3 Units
ADM 4322 Marketing Strategy 3 Units
ADM 4325 Promotional Planning Practicum 3 Units

Total: 18 Units