



# PROGRAM PLANNING GUIDE

ID: 

Name: \_\_\_\_\_



## Bachelor of Management

### Human Resource Management and Labour Relations



As a human resources management and labour relations (HRMLR) professional, you'll manage the greatest resource of organizations – its people! Competent, culturally sensitive and highly organized, HRMLR professionals add significant value and display competence in an array of specialized areas, including talent management, employment law, health and safety, performance management, training and development and diversity and inclusion. Study a broad range of topics including human behaviour, organizational change management, career development, managing in unionized environments, leadership, workplace safety and managing in diverse workplaces.

#### What determines my program requirements?

Please refer to the Academic Calendar ([www.ulethbridge.ca/ross/academic-calendar](http://www.ulethbridge.ca/ross/academic-calendar)) for complete program information.

**Calendar Year:** 2024/2025 - Your calendar year is set to the academic year you are admitted (or readmitted) and you should follow the requirements for that year for the duration of your program.

**Faculty/School:** Dhillon School of Business ([www.ulethbridge.ca/dhillon](http://www.ulethbridge.ca/dhillon)) - An internationally accredited AACSB business school

**Program(s):** Bachelor of Management

**Major(s):** Human Resource Management and Labour Relations

**Minor:** A defined set of courses, designed to provide depth in a particular discipline, study in an interdisciplinary area, or focus on a theme-related topic. To learn more about optional minors see [www.ulethbridge.ca/ross/minors](http://www.ulethbridge.ca/ross/minors).

#### Am I admissible to this program?

**Admission:** [www.ulethbridge.ca/ross/admissions/undergrad](http://www.ulethbridge.ca/ross/admissions/undergrad)

**Transfer:** [www.ulethbridge.ca/ross/transfer-resources](http://www.ulethbridge.ca/ross/transfer-resources)

#### When/How do I apply to the University?

**Deadlines:** [www.ulethbridge.ca/ross/admissions/undergrad/deadlines](http://www.ulethbridge.ca/ross/admissions/undergrad/deadlines)

**Step-by-Step:** [www.ulethbridge.ca/ross/admissions/step-by-step](http://www.ulethbridge.ca/ross/admissions/step-by-step)

#### Where can I find information on courses?

**Course Catalogue:** [www.ulethbridge.ca/ross/courses](http://www.ulethbridge.ca/ross/courses)

**Registration Guide:** [www.ulethbridge.ca/ross/registration-guide](http://www.ulethbridge.ca/ross/registration-guide)

#### When can I register for classes?

**Register early!** (March for Summer and Fall; November for Winter)

**Registration Dates:** [www.ulethbridge.ca/ross/registration-dates](http://www.ulethbridge.ca/ross/registration-dates)

#### How can I enhance my program?

**Career Bridge:** [www.ulethbridge.ca/career-bridge](http://www.ulethbridge.ca/career-bridge)

**Honours Thesis:** [www.ulethbridge.ca/ross/undergraduate-thesis](http://www.ulethbridge.ca/ross/undergraduate-thesis)

**Student Professional Development:**

[www.ulethbridge.ca/dhillon/student-experience/student-professional-development](http://www.ulethbridge.ca/dhillon/student-experience/student-professional-development)

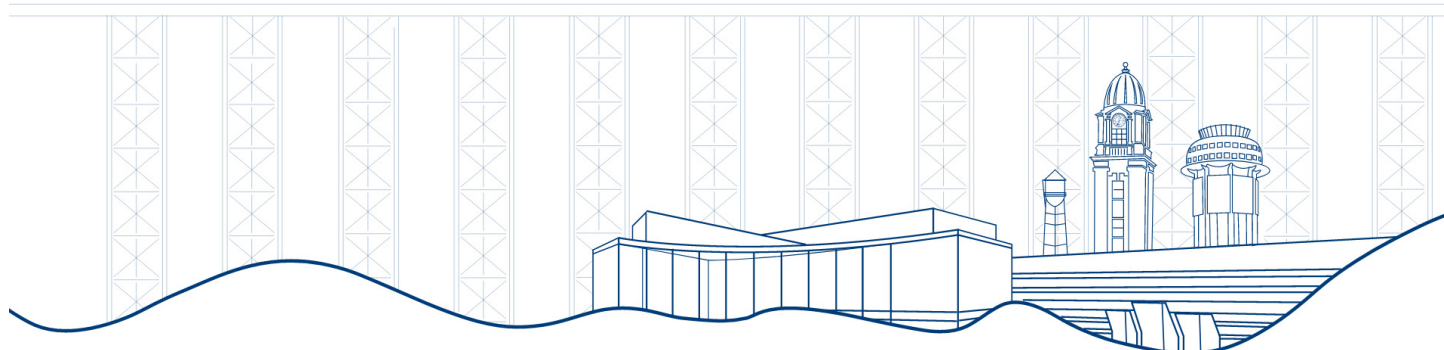
#### What supports are available to students?

**Student Services:** [www.ulethbridge.ca/campus-life/student-services](http://www.ulethbridge.ca/campus-life/student-services)

**Student Success Centre:** [www.ulethbridge.ca/student-success-centre](http://www.ulethbridge.ca/student-success-centre)

**Accessible Learning:** [www.ulethbridge.ca/ross/alc](http://www.ulethbridge.ca/ross/alc)

**Counselling Services:** [www.ulethbridge.ca/counselling](http://www.ulethbridge.ca/counselling)



## Required courses and notes

### Core Requirements (18 Courses)

- \_\_\_\_\_ 1. Economics 1010 - Introduction to Microeconomics
- \_\_\_\_\_ 2. Economics 1012 - Introduction to Macroeconomics
- \_\_\_\_\_ 3. Management 1500 - Fundamentals of Business
- \_\_\_\_\_ 4. Statistics 1770 - Introduction to Probability and Statistics
- \_\_\_\_\_ 5. Marketing 2020 - Marketing
- \_\_\_\_\_ 6. Human Resources and Labour Relations 2030 - Introduction to Organizational Behaviour
- \_\_\_\_\_ 7. Management 2070/Economics 2070 - Operations and Quantitative Management
- \_\_\_\_\_ 8. Management 2081 - Professional Communications Skills
- \_\_\_\_\_ 9. Accounting 2100 - Introductory Accounting
- \_\_\_\_\_ 10. Accounting 2400 - Management Accounting
- \_\_\_\_\_ 11. Management 3031 - Managing Responsibly in a Global Environment
- \_\_\_\_\_ 12. Finance 3040 - Finance
- \_\_\_\_\_ 13. Human Resources and Labour Relations 3050 - Human Resource Management
- \_\_\_\_\_ 14. International Management 3650 - Introduction to International Management
- \_\_\_\_\_ 15. Management 4090 - Management Policy and Strategy
- \_\_\_\_\_ 16. **One of:**
  - \_\_\_\_\_ Management 3062 - Information Systems and Data Analytics
  - \_\_\_\_\_ Accounting 3171 - Accounting Information Systems and Data Analytics
  - \_\_\_\_\_ Management 3622 - Visual Analytics

### Indigenous Content Requirement:

If the course that is selected from the list below does not have a Fine Arts and Humanities designation, an additional Fine Arts and Humanities elective will be required in order to meet Liberal Education requirements.

- \_\_\_\_\_ 17. **One of:**
  - \_\_\_\_\_ Any course from the Indigenous Governance and Business Management (IGBM) subject codes list
  - \_\_\_\_\_ Any course from the Indigenous Studies (INDG) subject codes list
  - \_\_\_\_\_ Aboriginal Health 1000 - Introduction to Aboriginal Health
  - \_\_\_\_\_ Art History 3152 - Indigenous Art History (Series)
  - \_\_\_\_\_ Blackfoot 1000 - Introductory Spoken Blackfoot
  - \_\_\_\_\_ Blackfoot 2210 - Structure of the Blackfoot Language
  - \_\_\_\_\_ Cree 2210 - Structure of the Plains Cree Language
  - \_\_\_\_\_ Liberal Education 1850 - Conversational Indigenization: Reconciling Reconciliation
  - \_\_\_\_\_ <sup>1</sup> Political Science 3215 - Indigenous Peoples and Local Government in Canada

### Writing Requirement:

Students who have a final grade of 80% or higher in AB high school English Language Arts 30-1 (or equivalent 5-credit course); or who have successfully completed the writing challenge test (see [www.ulethbridge.ca/dhillon/advising-faqs](http://www.ulethbridge.ca/dhillon/advising-faqs)) may request to substitute a Fine Arts and Humanities Liberal Education List Requirement for Writing 1000 or English 1900. Contact your DSB Advisor.

- \_\_\_\_\_ 18. **One of:**
  - \_\_\_\_\_ Writing 1000 - Introduction to Academic Writing
  - \_\_\_\_\_ English 1900 - Introduction to Language and Literature

### Majors Requirements (11 Courses)

- \_\_\_\_\_ 19. Human Resources and Labour Relations 3305 - Managing Employee Health and Safety
- \_\_\_\_\_ 20. Human Resources and Labour Relations 3310 - Collective Labour Relations
- \_\_\_\_\_ 21. Human Resources and Labour Relations 3312 - Strategic Compensation
- \_\_\_\_\_ 22. Human Resources and Labour Relations 4305 - Canadian Labour and Employment Law
- \_\_\_\_\_ 23. Human Resources and Labour Relations 4310 - Advanced Organizational Behaviour
- \_\_\_\_\_ 24. Human Resources and Labour Relations 4350 - Staffing
- \_\_\_\_\_ 25. Human Resources and Labour Relations 4355 - Training and Development
- \_\_\_\_\_ 26. Management 2700 - Business Research Methods
- \_\_\_\_\_ 27.-28. **Two of:**
  - \_\_\_\_\_ Human Resources and Labour Relations 3315 - Diversity in Employment
  - \_\_\_\_\_ Human Resources and Labour Relations 4315 - Performance Management
  - \_\_\_\_\_ Human Resources and Labour Relations 4330 - The Art of Negotiations and Bargaining
  - \_\_\_\_\_ Human Resources and Labour Relations 4370 - Leadership in Organizations
  - \_\_\_\_\_ Human Resources and Labour Relations 4390 - Leading Organizational Change
  - \_\_\_\_\_ Management 3920 - Project Management
- \_\_\_\_\_ 29. **One of:**
  - \_\_\_\_\_ Economics 2900 - Economics and Business Statistics
  - \_\_\_\_\_ Statistics 2780 - Statistical Inference

### Electives (11 Courses)

Minor courses may fill electives where applicable.

- \_\_\_\_\_ 30.-34. Five 3000 or 4000-level electives (from any faculty/school)
  - \_\_\_\_\_ 30. \_\_\_\_\_
  - \_\_\_\_\_ 31. \_\_\_\_\_
  - \_\_\_\_\_ 32. \_\_\_\_\_
  - \_\_\_\_\_ 33. \_\_\_\_\_
  - \_\_\_\_\_ 34. \_\_\_\_\_
- \_\_\_\_\_ 35.-36. Two Fine Arts and Humanities electives chosen to ensure completion of the Liberal Education List Requirement (see **School of Liberal Education** in the 2024/2025 University of Lethbridge Calendar, [www.ulethbridge.ca/ross/academic-calendar](http://www.ulethbridge.ca/ross/academic-calendar))
  - \_\_\_\_\_ 35. \_\_\_\_\_
  - \_\_\_\_\_ 36. \_\_\_\_\_
- \_\_\_\_\_ 37. One Science elective chosen to ensure completion of the Liberal Education List Requirement (see **School of Liberal Education** in the 2024/2025 University of Lethbridge Calendar, [www.ulethbridge.ca/ross/academic-calendar](http://www.ulethbridge.ca/ross/academic-calendar))
  - \_\_\_\_\_ \_\_\_\_\_
- \_\_\_\_\_ 38.-40. Three open electives (at any level from any faculty/school)
  - \_\_\_\_\_ 38. \_\_\_\_\_
  - \_\_\_\_\_ 39. \_\_\_\_\_
  - \_\_\_\_\_ 40. \_\_\_\_\_

### Notes:

<sup>1</sup> Students should be aware that this course has prerequisites which may require taking courses extra to their program requirements.



**Required courses and notes**

**General Requirements**

Students must meet the academic standards, program requirements, and graduation requirements according to the regulations set by the Dhillon School of Business, and as outlined in the Calendar including, but not limited to:

- \_\_\_\_\_ Successful completion of at least 40 courses (120.0 credit hours) with cumulative and graduation grade point averages of at least 2.00. To determine graduation grade point averages, see **Dhillon School of Business, Graduation** in the 2024/2025 University of Lethbridge Calendar, [www.ulethbridge.ca/ross/academic-calendar](http://www.ulethbridge.ca/ross/academic-calendar).
- \_\_\_\_\_ A minimum grade of 'C-' is required in all Dhillon School of Business courses (ACCT, AGEM, FINC, HRLR, IGBM, IMGT, MGT, and MKTG) and courses cross-listed with Dhillon School of Business courses; Economics 1010; Economics 1012; Statistics 1770; Writing 1000 or English 1900; and all courses in the major marked with an asterisk (\*) in order to meet degree requirements.
- \_\_\_\_\_ All degree requirements must be completed within 10 years after acceptance into the Dhillon School of Business.
- \_\_\_\_\_ A maximum of 12 courses (36.0 credit hours) may be completed at the 1000 level (or lower) for credit towards the degree, excluding Activity courses (PHAC and MUSE) and courses numbered 0520 to 0530.
- \_\_\_\_\_ A maximum of 6.0 credit hours in Activity courses may be taken for credit towards the degree.
- \_\_\_\_\_ Completion of the Liberal Education List Requirement.
- \_\_\_\_\_ Residence Requirement: Students must successfully complete at least 20 courses at the University of Lethbridge, including 10 Dhillon School of Business courses at the 3000/4000 level.

**Liberal Education List Requirement**

Only four courses (12.0 credit hours) in total may be counted from any one discipline toward the Lib Ed Requirement. Disciplines are identified by separate course subject codes. Cross-listed courses count toward the limit for both disciplines (e.g. IGBM 3250/INDG 3250 counts toward the limit for Dhillon School of Business courses and Indigenous Studies).

Only four courses (12.0 credit hours) in total from the Faculty of Education (EDUC), Faculty of Health Sciences (ABHL, ADCS, HLSC, NURS, PUBH, and TREC), and the Dhillon School of Business (ACCT, AGEM, FINC, HRLR, IGBM, IMGT, MGT, and MKTG) may be counted towards the Lib Ed Requirement.

To determine if a course has a Liberal Education designation, see School of Liberal Education in the 2024/2025 University of Lethbridge Undergraduate Calendar, [www.ulethbridge.ca/ross/academic-calendar](http://www.ulethbridge.ca/ross/academic-calendar).

- \_\_\_\_\_ **1.-4. List I: Fine Arts and Humanities**
  - \_\_\_\_\_ 1. \_\_\_\_\_
  - \_\_\_\_\_ 2. \_\_\_\_\_
  - \_\_\_\_\_ 3. \_\_\_\_\_
  - \_\_\_\_\_ 4. \_\_\_\_\_
- \_\_\_\_\_ **5.-8. List II: Social Science**
  - \_\_\_\_\_ 5. \_\_\_\_\_
  - \_\_\_\_\_ 6. \_\_\_\_\_
  - \_\_\_\_\_ 7. \_\_\_\_\_
  - \_\_\_\_\_ 8. \_\_\_\_\_
- \_\_\_\_\_ **9.-12. List III: Science**
  - \_\_\_\_\_ 9. \_\_\_\_\_
  - \_\_\_\_\_ 10. \_\_\_\_\_
  - \_\_\_\_\_ 11. \_\_\_\_\_
  - \_\_\_\_\_ 12. \_\_\_\_\_

**Optional Minor:** \_\_\_\_\_

For information about minors see **Minors** in the 2024/2025 University of Lethbridge Calendar, [www.ulethbridge.ca/ross/academic-calendar](http://www.ulethbridge.ca/ross/academic-calendar). Consult with an Academic Advisor if you wish to add a minor to your program.

- \_\_\_\_\_ **1.-6. Required Courses**
  - \_\_\_\_\_ 1. \_\_\_\_\_
  - \_\_\_\_\_ 2. \_\_\_\_\_
  - \_\_\_\_\_ 3. \_\_\_\_\_
  - \_\_\_\_\_ 4. \_\_\_\_\_
  - \_\_\_\_\_ 5. \_\_\_\_\_
  - \_\_\_\_\_ 6. \_\_\_\_\_



## Recommended Course Sequence

Shown below is the recommended sequence of courses for your degree. Consult timetables for course offerings, prerequisites, and corequisites before registering each term as some courses may have limited offerings (ie. once a year, alternating years, or only offered in the Fall or Winter terms). Consult with an Academic Advisor in your faculty if you wish to alter this sequence with regard to the specifically listed courses.

**Note that this sequence was prepared based on course scheduling at the time of publication and may change during your studies.**

### First Year

- Accounting 2100
- Economics 1010
- Economics 1012
- Human Resources and Labour Relations 2030
- Management 1500
- Marketing 2020
- Statistics 1770

<sup>1</sup> One of: Writing 1000 or English 1900

- Elective - Science
- Elective - Open

### Second Year

- Accounting 2400
- Human Resources and Labour Relations 3050
- International Management 3650
- Management 2070/Economics 2070
- Management 2081
- Management 2700
- Management 3031

One of: Economics 2900 or Statistics 2780

Elective - Open

<sup>2</sup> Indigenous Content Requirement

### Third Year

Two of: HRLR 3315, HRLR 4315, HRLR 4330, HRLR 4370, HRLR 4390, or MGT 3920

- Human Resources and Labour Relations 3305
- Human Resources and Labour Relations 3310
- Human Resources and Labour Relations 3312
- Finance 3040

One of: Accounting 3171, Management 3062, or Management 3622

- Elective - 3000/4000 level
- Elective - 3000/4000 level
- Elective - Fine Arts & Humanities

### Fourth Year

- Human Resources and Labour Relations 4305
- Human Resources and Labour Relations 4310
- Human Resources and Labour Relations 4350
- Human Resources and Labour Relations 4355
- Management 4090

Elective - 3000/4000 level

Elective - 3000/4000 level

Elective - 3000/4000 level

Elective - Fine Arts & Humanities

<sup>2</sup> Elective - Open

1. Students who have a final grade of 80% or higher in AB high school English Language Arts 30-1 (or equivalent 5-credit course); or who have successfully completed the writing challenge test (see [www.ulethbridge.ca/dhillon/advising-faqs](http://www.ulethbridge.ca/dhillon/advising-faqs)) may request to substitute a Fine Arts and Humanities Liberal Education List Requirement for Writing 1000 or English 1900. Contact your DSB Advisor.
2. Refer to the list of Indigenous Content courses in the preceding core requirements. Students who take an Indigenous Content course that does not have a Fine Arts and Humanities designation must replace one open elective with a Fine Arts and Humanities.

## Final Program Check

Request a Final Program Check at [www.ulethbridge.ca/dhillon/final-program-check](http://www.ulethbridge.ca/dhillon/final-program-check) by December 1 (April completers) or by April 1 (June, August, & December completers) and after registering in your final term.

Program requirements with \_\_\_\_\_ (majors, minors, concentrations)

will be met upon successful completion of \_\_\_\_\_ currently enrolled courses

have been met

U of L GPA: \_\_\_\_\_ Grad GPA: \_\_\_\_\_ Co-op: \_\_\_\_\_ Honours Thesis: \_\_\_\_\_

Advisor: \_\_\_\_\_ Date: \_\_\_\_\_

Advisor: \_\_\_\_\_ Date: \_\_\_\_\_