Name: _____

ID: ⬚⬚⬚⬚⬚⬚⬚⬚⬚

AACSB ACCREDITED

Bachelor of Business Administration as a Second Degree

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) for complete program information.

Calendar Year: 2026/2027 - 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) - An internationally accredited AACSB business school

Program(s): Bachelor of Business Administration

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.

Am I admissible to this program?

Admission: www.ulethbridge.ca/ross/admissions/undergrad
Transfer: www.ulethbridge.ca/ross/transfer-resources

When/How do I apply to the University?

Deadlines: www.ulethbridge.ca/ross/admissions/undergrad/deadlines
Step-by-Step: www.ulethbridge.ca/ross/admissions/step-by-step

Where can I find information on courses?

Course Catalogue: www.ulethbridge.ca/ross/courses
Registration Guide: 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

How can I enhance my program?

Career Bridge: www.ulethbridge.ca/career-bridge
Honours Thesis: www.ulethbridge.ca/ross/undergraduate-thesis
Student Professional Development:
www.ulethbridge.ca/dhillon/student-experience/student-professional-development

What supports are available to students?

Student Services: www.ulethbridge.ca/campus-life/student-services
Student Success Centre: www.ulethbridge.ca/student-success-centre
Accessible Learning: www.ulethbridge.ca/ross/alc
Counselling Services: www.ulethbridge.ca/counselling
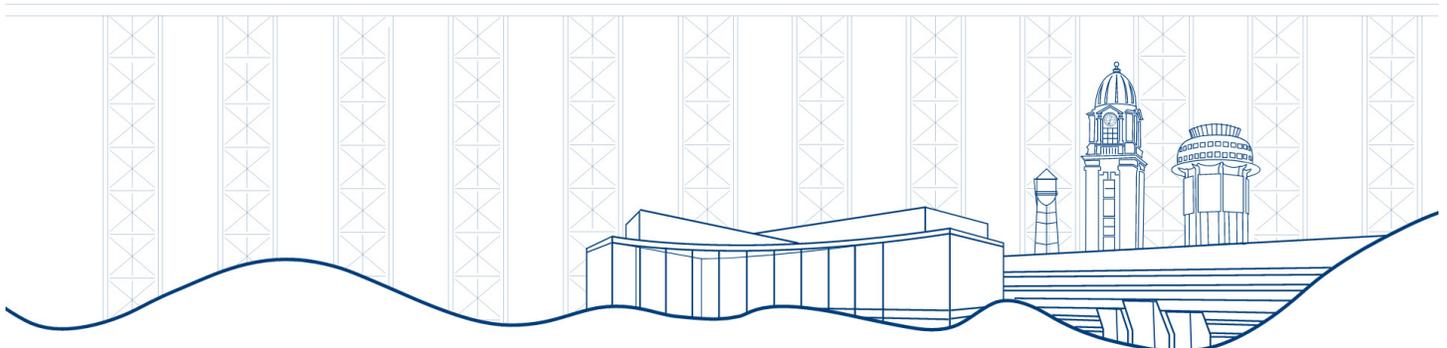
Name: _____

ID: ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Previous Degree: _____

Institution: _____

AGPA: _____

Awarded: _____

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:

_____ A minimum grade of 'C-' is required in all Dhillon School of Business courses (ACCT, AGEM, DGTR, FINC, GLBU, HRLR, IGBM, 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.

_____ Successful completion of 15-25 courses (45.0-75.0 credit hours) with a cumulative and graduation grade point average (GPA) of at least 2.00. To determine graduation grade point averages, see **Dhillon School of Business**, **Graduation** in the 2026/2027 University of Lethbridge Calendar, www.ulethbridge.ca/ross/academic-calendar.

1. Courses completed as part of a first degree may be used to waive course requirements in the B.B.A. as a Second Degree, if they have been evaluated as a transfer equivalent (see www.uleth.ca/ross/ted). It is recommended that students submit course outlines for evaluation as soon as they have accepted their offer of admission, and no later than the last day of the student's first term. Please refer to the Academic Schedule to determine the last day of the term. For information on having courses evaluated, please refer to the Courses Not Previously Assessed section at www.ulethbridge.ca/ross/admissions/undergrad/transfer-credit.

   Students who change majors may submit course outlines specific to courses in the new major for evaluation no later than the last day of the term the new program is in effect.

   Students must continue to meet residency requirements after course waivers.

_____ All degree requirements must be completed within 10 years after admission into the Dhillon School of Business.

_____ Residence Requirement: Students must successfully complete at least 15 courses at the University of Lethbridge, including Management 3031, Management 4090, and 8 Dhillon School of Business courses at the 3000 or 4000 level.

Core Requirements (17 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.** Accounting 2100 - Introductory Accounting
_____ **9.** Accounting 2400 - Management Accounting
_____ **10.** Management 3031 - Managing Responsibly in a Global Environment
_____ **11.** Finance 3040 - Finance
_____ **12.** Human Resources and Labour Relations 3050 - Human Resource Management
_____ **13.** Human Resources and Labour Relations 3320 - Workforce Analytics
_____ **14.** Global Business 3650 - Introduction to Global Business
_____ **15.** Management 4090 - Management Policy and Strategy

_____ **16.** One of the following with Indigenous content:

   _____ Any course from the Indigenous Governance and Business Management (IGBM) subject codes list

   _____

   _____ Any course from the Indigenous Studies (INDG) subject codes list

   _____

   _____ Art History 3152 - Indigenous and/or Canadian Visual Culture (Series)
   _____ Blackfoot 1000 - Introduction to Blackfoot Language and Culture
   _____ Blackfoot 2210 - Blackfoot Grammar for Learners and Teachers
   _____ Indigenous Health 1000 - Introduction to Indigenous Health
   _____ Liberal Education 1850 - Conversational Indigenization: Reconciling Reconciliation
   _____ [1] Political Science 3215 - Indigenous Peoples and Local Government in Canada

_____ **17.** One of:

   _____ Management 2081 - Professional Communications Skills
   _____ Writing 1000 - Introduction to Academic Writing

Major Requirements (8 Courses)

_____ **18.** Human Resources and Labour Relations 3305 - Managing Employee Health and Safety
_____ **19.** Human Resources and Labour Relations 3310 - Collective Labour Relations
_____ **20.** Human Resources and Labour Relations 3312 - Strategic Compensation
_____ **21.** Human Resources and Labour Relations 4310 - Advanced Organizational Behaviour
_____ **22.** Human Resources and Labour Relations 4350 - Talent Acquisition and Management
_____ **23.** Human Resources and Labour Relations 4370 - Leadership in Organizations
_____ **24.** Management 2700 - Business Research Methods
_____ **25.** One 3000 or 4000-level courses from disciplines offered by the Dhillon School of Business

Notes:

[1] Students should be aware that this course has prerequisites which may require taking courses extra to their program requirements.

Name:_____

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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 <u>may</u> change during your studies.

First Year (Term 1)
Accounting 2100
Economics 1010
Management 1500
One of: Management 2081 or Writing 1000
Statistics 1770

First Year (Term 2)
Accounting 2400
Economics 1012
Human Resources and Labour Relations 2030
Human Resources and Labour Relations 3050
Management 2700

Second Year (Fall)
[1]Human Resources and Labour Relations 3305
[1]Human Resources and Labour Relations 3320
[1]Human Resources and Labour Relations 4310
[1]Human Resources and Labour Relations 4370
Management 3031

Second Year (Winter)
[1]Human Resources and Labour Relations 3310
[1]Human Resources and Labour Relations 3312
[1]Human Resources and Labour Relations 4350
Finance 3040
Marketing 2020

Third Year (Term 1)
[2]Dhillon School of Business 3000/4000 level
Global Business 3650
Management 2070/Economics 2070
Management 4090
[3]Indigenous Content Requirement

1. Required major courses HRLR 3305, 3310, 3312, 3320, 4310, 4350, 4370 are offered once per year. Students should take these courses in the term they are offered to avoid extending degree completion.
2. Dhillon School of Business courses have the following subject codes: ACCT, AGEM, DGTR, FINC, GLBU, HRLR, IGBM, MGT, MKTG. Minor courses cannot be used towards this requirement.
3. Refer to the list of Indigenous Content courses in the preceding core requirements.

Final Program Check
Request a Final Program Check at 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: _____