

University of  
Lethbridge



## Program Planning Guide

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

ID: \_\_\_\_\_

Calendar Year: 2021/2022

### Dhillon School of Business Degree Programs:

[www.uleth.ca/dhillon/study/degrees](http://www.uleth.ca/dhillon/study/degrees)

### Academic Calendar:

[www.uleth.ca/ross/academic-calendar](http://www.uleth.ca/ross/academic-calendar)

### High School Admission Requirements:

[www.uleth.ca/ross/admissions/undergrad/high-school](http://www.uleth.ca/ross/admissions/undergrad/high-school)

### Current and Past Program Planning Guides:

[www.uleth.ca/ross/ppgs](http://www.uleth.ca/ross/ppgs)

### Co-operative Education:

[www.uleth.ca/dhillon/student-experience/co-operative-education](http://www.uleth.ca/dhillon/student-experience/co-operative-education)

### Dhillon School of Business Advising:

#### Lethbridge

[www.uleth.ca/dhillon/student-support/advising](http://www.uleth.ca/dhillon/student-support/advising)

[dhillon.advising@uleth.ca](mailto:dhillon.advising@uleth.ca)

403-329-2153

M2060

#### Calgary

[www.uleth.ca/calgary/student-advising](http://www.uleth.ca/calgary/student-advising)

[calgary.advising@uleth.ca](mailto:calgary.advising@uleth.ca)

403-571-3360

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Human Resource Management and Labour Relations

Bachelor of Management

This is a planning guide and not a graduation check or guarantee of course offerings. You should have a program check done in your final year of studies. Students are responsible for the accuracy of their own programs. The guide should be used in conjunction with the University of Lethbridge Calendar, which is the final authority on all questions regarding program requirements and academic regulations.

Contact an Academic Advisor ([www.uleth.ca/ross/academic-advising](http://www.uleth.ca/ross/academic-advising)) for advising information.

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

**ID :** \_\_\_\_\_

**Program Requirements**

Completion of at least 40 courses (120.0 credit hours) with cumulative and graduation grade point averages of at least 2.00.

**Core Requirements (18 Courses)**

- \_\_\_\_\_ Economics 1010 - Introduction to Microeconomics
- \_\_\_\_\_ Economics 1012 - Introduction to Macroeconomics
- \_\_\_\_\_ Management 1500 - Fundamentals of Business
- \_\_\_\_\_ Statistics 1770 - Introduction to Probability and Statistics
- \_\_\_\_\_ Marketing 2020 - Marketing
- \_\_\_\_\_ Human Resources and Labour Relations 2030 - Introduction to Organizational Behaviour
- \_\_\_\_\_ Management 2070/Economics 2070 - Operations and Quantitative Management
- \_\_\_\_\_ Management 2081 - Professional Communications Skills
- \_\_\_\_\_ Accounting 2100 - Introductory Accounting
- \_\_\_\_\_ Accounting 2400 - Management Accounting
- \_\_\_\_\_ Management 3031 - Managing Responsibly in a Global Environment
- \_\_\_\_\_ Finance 3040 - Finance
- \_\_\_\_\_ Human Resources and Labour Relations 3050 - Human Resource Management
- \_\_\_\_\_ International Management 3650 - Introduction to International Management
- \_\_\_\_\_ Management 4090 - Management Policy and Strategy

**One of:**

- \_\_\_\_\_ Management 3062 - Information Systems and Data Analytics
- \_\_\_\_\_ Accounting 3171 - Accounting Information Systems and Data Analytics
- \_\_\_\_\_ Management 3622 - Visual Analytics

**One of the following with Indigenous content, to meet a Liberal Education List requirement:**

- \_\_\_\_\_ 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 1000 - Introductory Spoken Cree
- \_\_\_\_\_ Cree 2210 - Structure of the Plains Cree Language
- \_\_\_\_\_ Liberal Education 1850 - Conversational Indigenization: Reconciling Reconciliation
- \_\_\_\_\_ Political Science 3215 - Indigenous Peoples and Local Government in Canada

**One of:**

- \_\_\_\_\_ Final grade of 80% or higher in AB high school English Language Arts 30-1 (or equivalent 5-credit course)
- \_\_\_\_\_ Successful completion of a writing challenge test (see information found at [www.ulethbridge.ca/dhillon/advising-faqs](http://www.ulethbridge.ca/dhillon/advising-faqs))
- \_\_\_\_\_ Writing 1000 - Introduction to Academic Writing
- \_\_\_\_\_ English 1900 - Introduction to Language and Literature

**Note:** Students who meet the writing requirement through the high school grade or the challenge exam will need to substitute a Fine Arts and Humanities elective for Writing 1000 or English 1900.

**Major Requirements (22 Courses)**

- \_\_\_\_\_ Human Resources and Labour Relations 3305 - Managing Employee Health and Safety
- \_\_\_\_\_ Human Resources and Labour Relations 3310 - Collective Labour Relations
- \_\_\_\_\_ Human Resources and Labour Relations 3312 - Strategic Compensation
- \_\_\_\_\_ Human Resources and Labour Relations 4305 - Canadian Labour and Employment Law
- \_\_\_\_\_ Human Resources and Labour Relations 4310 - Advanced Organizational Behaviour
- \_\_\_\_\_ Human Resources and Labour Relations 4350 - Staffing
- \_\_\_\_\_ Human Resources and Labour Relations 4355 - Training and Development
- \_\_\_\_\_ Management 2700 - Business Research Methods

**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

**One of:**

- \_\_\_\_\_ Economics 2900 - Economics and Business Statistics
- \_\_\_\_\_ Statistics 2780 - Statistical Inference

**Electives**

- \_\_\_\_\_ Five 3000 or 4000-level electives
  1. \_\_\_\_\_
  2. \_\_\_\_\_
  3. \_\_\_\_\_
  4. \_\_\_\_\_
  5. \_\_\_\_\_
- \_\_\_\_\_ Two Fine Arts and Humanities electives chosen to ensure completion of the Liberal Education List Requirement (refer to the 2021/2022 University of Lethbridge Calendar, p. 79)
  1. \_\_\_\_\_
  2. \_\_\_\_\_
- \_\_\_\_\_ One Science elective chosen to ensure completion of the Liberal Education List Requirement (refer to the 2021/2022 University of Lethbridge Calendar, p. 79)
  1. \_\_\_\_\_
- \_\_\_\_\_ Three open electives
  1. \_\_\_\_\_
  2. \_\_\_\_\_
  3. \_\_\_\_\_

**Note:** If the 'Indigenous content' elective does not have a Fine Arts and Humanities designation, an additional Fine Arts and Humanities elective will need to be added to the program requirements in order to meet the Liberal Education requirement.

## Sample Sequencing Plan

Shown below is a sample sequence of courses for your degree. Consult timetables for course offerings, prerequisites, and corequisites before registering each term. Pay particular attention to underlined courses which may have limited offerings (ie. once a year, term other than shown, alternating years, or not at your campus).

### Year 1, Fall

ECON 1010 - Introduction to Microeconomics  
MGT 1500 - Fundamentals of Business  
MKTG 2020 - Marketing  
STAT 1770 - Introduction to Probability and Statistics  
Elective - Open

### Year 2, Fall

ACCT 2400 - Management Accounting  
HRLR 3050 - Human Resource Management  
MGT 2070/ECON 2070 - Operations and Quantitative Management  
MGT 2081 - Professional Communications Skills  
MGT 2700 - Business Research Methods

### Year 3, Fall

HRM & LR Elective<sup>3</sup>  
HRLR 3305 - Managing Employee Health and Safety  
Data Analytics Requirement<sup>4</sup>  
Elective - 3000/4000 level  
Elective - 3000/4000 level

### Year 4, Fall

HRLR 4305 - Canadian Labour and Employment Law  
HRLR 4310 - Advanced Organizational Behaviour  
One of: HRLR 4350 or HRLR 4355  
Elective - 3000/4000 level  
Elective - Fine Arts & Humanities

### Year 1, Spring

ACCT 2100 - Introductory Accounting  
ECON 1012 - Introduction to Macroeconomics  
HRLR 2030 - Introduction to Organizational Behaviour  
Writing Requirement<sup>1</sup>  
Elective - Science

### Year 2, Spring

FINC 3040 - Finance  
IMGT 3650 - Introduction to International Management  
MGT 3031 - Managing Responsibly in a Global Environment  
Indigenous Content Requirement<sup>2</sup>  
One of: ECON 2900 or STAT 2780

### Year 3, Spring

HRM & LR Elective<sup>3</sup>  
HRLR 3310 - Collective Labour Relations  
HRLR 3312 - Strategic Compensation  
Elective - 3000/4000 level  
Elective - Open

### Year 4, Spring

MGT 4090 - Management Policy and Strategy  
One of: HRLR 4350 or HRLR 4355  
Elective - 3000/4000 level  
Elective - Fine Arts & Humanities  
Elective - Open<sup>2</sup>

- Students who achieved 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 a writing challenge test (see information found at [www.ulethbridge.ca/dhillon/advising-faqs](http://www.ulethbridge.ca/dhillon/advising-faqs)) must take a Fine Arts & Humanities course. All other students must complete Writing 1000 or English 1900.
- Students must complete one of the following Indigenous Content courses: Any course from the IGBM subject codes list, any course from the INDG subject codes list, Aboriginal Health 1000, Art History 3152, Blackfoot 1000, Blackfoot 2210, Cree 1000, Cree 2210, Liberal Education 1850 - Conversational Indigenization: Reconciling Reconciliation, or Political Science 3215. Students who take an Indigenous Content course that does not have a Fine Arts & Humanities designation must replace one open elective with a Fine Arts & Humanities.
- Students must complete two Human Resource Management and Labour Relations Electives from the following: HRLR 3315, HRLR 4315, HRLR 4330, HRLR 4370, HRLR 4390, MGT 3920.
- Students must complete one of the following Data Analytics courses: Accounting 3171, Management 3062, or Management 3622.

Students are responsible for familiarizing themselves with program requirements and regulations outlined in the University of Lethbridge Calendar including, but not limited to:

### Minimum Grade Requirement

A minimum grade of 'C-' is required in Statistics 1770; Economics 1010 and Economics 1012; Writing 1000 or English 1900; all Dhillon School of Business courses, including courses cross-listed with Dhillon School of Business courses (ACCT, AGEM, FINC, HRLR, IGBM, IMGT, MGT, and MKTG); and all courses in the major marked with an asterisk (\*) in order to meet degree requirements.

### Limit on Introductory-Level Courses

Not more than 12 courses 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.

### Maximum Number of Activity Courses

Not more than six credits in Activity courses may be taken for credit towards the degree.

### Time Limit for Degree

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

### Residence Requirement

Students must successfully complete at least 20 courses at the U of L, including 10 Dhillon School of Business courses at the 3000/4000 level.

### Liberal Education List Requirement (Lib Ed Requirement)

12 Lib Ed courses are required as follows: 4 List I Fine Arts & Humanities; 4 List II Social Science; 4 List III Science. Lib Ed requirements not filled by core or major courses are specified above (e.g. Elective - Fine Arts & Humanities).

Only 4 courses from one discipline (e.g. ECON, MGT, MUSI) and only 4 courses from ABHL, ACCT, ADCS, AGEM, EDUC, FINC, HLSC, HRLR, IGBM, IMGT, MGT, MKTG, NURS, PUBH, or TREC may be counted toward the Lib Ed List Requirement. Cross-listed courses count toward both limits (e.g. MGT 2070/ECON 2070 counts as both a MGT and an ECON).



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

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