

University of
Lethbridge



Program Planning Guide

Name: _____

ID: _____

Calendar Year: 2023/2024

Dhillon School of Business Degree Programs:

www.ulethbridge.ca/dhillon/study/degrees

Academic Calendar:

www.ulethbridge.ca/ross/academic-calendar

Admission and Transfer Requirements:

www.ulethbridge.ca/ross/admissions/undergrad

Current and Past Program Planning Guides:

www.ulethbridge.ca/ross/ppgs

Co-operative Education:

www.ulethbridge.ca/dhillon/student-experience/co-operative-education

Dhillon School of Business Advising:

Lethbridge

www.ulethbridge.ca/dhillon/student-support/advising

dhillon.advising@uleth.ca

403-329-2153

M2060

Calgary

www.ulethbridge.ca/calgary/student-advising

calgary.advising@uleth.ca

403-571-3360

Suite S6032, 345 - 6th Avenue SE

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.ulethbridge.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

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) may request to substitute a Fine Arts and Humanities Liberal Education List Requirement for Writing 1000 or English 1900. Contact your DSB Advisor.

One of:

- _____ Writing 1000 - Introduction to Academic Writing
- _____ English 1900 - Introduction to Language and Literature

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 2023/2024 University of Lethbridge Calendar, p. 83)
 1. _____
 2. _____
- _____ One Science elective chosen to ensure completion of the Liberal Education List Requirement (refer to the 2023/2024 University of Lethbridge Calendar, p. 83)
 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. Note some courses may have limited offerings (ie. offered once a year, in a term other than shown, or in alternating years).

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 2081 - Professional Communications Skills
MGT 2700 - Business Research Methods
Indigenous Content Requirement²

Year 3, Fall

HRLR 3305 - Managing Employee Health and Safety
HRLR 4305 - Canadian Labour and Employment Law
One of: HRLR 4350 or HRLR 4355
One of: ACCT 3171, MGT 3062, or MGT 3622
Elective - 3000/4000 level

Year 4, Fall

One of: HRLR 3315, HRLR 4315, HRLR 4330, HRLR 4370, HRLR 4390, or MGT 3920
HRLR 4310 - Advanced Organizational Behaviour
Elective - 3000/4000 level
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
One of: Writing 1000 or English 1900¹
Elective - Science

Year 2, Spring

FINC 3040 - Finance
IMGT 3650 - Introduction to International Management
MGT 2070/ECON 2070 - Operations and Quantitative Management
MGT 3031 - Managing Responsibly in a Global Environment
One of: ECON 2900 or STAT 2780

Year 3, Spring

HRLR 3310 - Collective Labour Relations
HRLR 3312 - Strategic Compensation
One of: HRLR 4350 or HRLR 4355
Elective - 3000/4000 level
Elective - Open

Year 4, Spring

One of: HRLR 3315, HRLR 4315, HRLR 4330, HRLR 4370, HRLR 4390, or MGT 3920
MGT 4090 - Management Policy and Strategy
Elective - 3000/4000 level
Elective - Fine Arts & Humanities
Elective - Open²

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) 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.

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 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; ECON 1010; ECON 1012; STAT 1770; WRIT 1000, or ENGL 1900; 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).