

HUMAN RESOURCE MANAGEMENT

Department Website: <https://www.smu.ca/future-students/bcomm-programs/human-resource-management-program.html>
Department Email: management@smu.ca

Students may pursue a certificate in Human Resource Management through the Faculty of Arts, Business or Science. The Certificate may be taken as part of a degree or as a stand-alone program. Students may enroll in a Certificate in Human Resource Management with either Management or Psychology options. The regulations for the different routes follow.

The certificate has been offered for over 30 years and has been developed in cooperation with professionals in Human Resource Management. It will prepare students for the Certified Human Resource Professional (CHRP) designation. Students should be aware that as of 2011, a bachelor's degree will be one of the requirements for the CHRP designation.

Programs

Sobey School of Business

The Bachelor of Commerce is a well-established, foundational degree and requires the requirements listed below alongside general graduation requirements (<https://smu-ca-public.courseleaf.com/undergraduate/faculties/sobey-school-business/bachelor-commerce/>).

Major in Human Resource Management and Industrial Relations

Students with an interest in the Human Resource Management and Industrial Relations major are encouraged to seek advising early from an Academic Advisor, Department Advisor or Chair.

In addition to the general requirements to complete a Bachelor of Commerce (<https://smu-ca-public.courseleaf.com/undergraduate/faculties/sobey-school-business/bachelor-commerce/>) degree, students majoring in Human Resource Management and Industrial Relations must complete the requirements listed below. Students should consult an Academic Advisor to help plan how to distribute these requirements throughout their program.

Code	Title	Credit Hours
Major Requirements:		
ACCT 3332	Planning and Control ^{1,2}	3
ECON 3340	Human Resource Economics	3
MGMT 3386	Industrial Relations ¹	3
MGMT 3392	Occupational Health and Safety ¹	3
MGMT 4482	Staffing and Selection ¹	3
MGMT 4483	Management and Leadership Skills ¹	3
MGMT 4485	Wage and Salary Administration ¹	3
MGMT 4486	Training and Development ¹	3
<i>Additional Free Elective Requirements:</i>		

Select three credit hours in free electives ^{3,4}	3
Total Credit Hours	27

Notes:

- ¹ In addition to all other requirements for the major, a minimum GPA of 2.2 out of 4.3 is required in these courses, as well as: (i) Introduction to Organizational Behaviour (MGMT 2382) and Introduction to Human Resource Management (MGMT 2385) for students admitted in the program in 2023-2024 or (ii) Introduction to Organizational Behaviour (MGMT 2382) and, Introduction to Human Resource Management (MGMT 2385) or Human Resource Management (MGMT 3385) for students admitted to the program prior to 2023-2024.
- ² Students cannot receive credit for both Planning and Control (ACCT 3332) and Cost Management: Measurement Systems (ACCT 3333) or Intermediate Managerial Accounting (ACCT 3335).
- ³ Students admitted to the Bachelor of Commerce students prior to 2023-2024 may have different additional elective requirements and should consult with an academic advisor.
- ⁴ Additional Elective Requirements: Students pursuing a Bachelor of Commerce degree with a major in Human Resource Management and Industrial Relations must complete three (3) additional credit hours in free electives over and above the fifteen (15) free elective credit hours required by the degree. These additional free elective credits are necessary to fulfill the 120-credit hour requirement in the Bachelor of Commerce program. Students pursuing double majors should consult with an academic advisor.

Certificate in Human Resource Management

Note: Students from one department may be eligible to take equivalent courses in the other department. This will be determined on a course-by-course basis and must have the approval of both the program chair in the student's home department and the instructor.

Management Option

Students may complete the Certificate alone. Students with courses from previous post-secondary study will be assessed according to the advanced standing procedures of the University (Academic Regulation 19 (<https://smu-ca-public.courseleaf.com/undergraduate/academic-regulations/regulations/transfer-credit-hours/>)). To be awarded the Certificate, at least fifteen (15) credit hours of the compulsory courses must be completed at Saint Mary's University. Credit will not automatically be recognized for university courses completed more than ten (10) years prior to the students return to university study.

A minimum cumulative grade point average of at least 2.00 in the Human Resource Management Certificate Program courses is required for graduation with the Certificate.

Students must complete the following 30 credit hours of core courses:

Code	Title	Credit Hours
MGMT 1281	Introduction to Business Management	3
MGMT 2382	Introduction to Organizational Behaviour (Intro to Organizational Behavior)	3
MGMT 2385	Introduction to Human Resource Management (Introduction to Human Resource Management)	3
MGMT 3386	Industrial Relations	3

MGMT 3392	Occupational Health and Safety	3	PSYC 4230	Organizational Psychology (formerly PSYC 4427) (Group B)	3
MGMT 4482	Staffing and Selection	3	PSYC 4240	Personnel Psychology (formerly PSYC 4428) (Group B)	3
MGMT 4483	Management and Leadership Skills	3			
MGMT 4485	Wage and Salary Administration	3			
MGMT 4486	Training and Development	3			
MGMT 4488	International Business Management	3			
Total Credit Hours		30	Total Credit Hours		30

Faculties of Arts and Science

Combined Major in Psychology and Certificate in Human Resource Management - Psychology Option

Students who major in Psychology as part of either a Bachelor of Arts or Bachelor of Science degree may also obtain a certificate in Human Resource Management by selecting an appropriate set of multidisciplinary courses. The combined program offers students a sound foundation in basic and applied topics relevant to a career or graduate training in the field of Human Resource Management and related areas. Students who enroll in this program are required to take thirty (30) credit hours as specified below. Students should be aware that they may need to take appropriate prerequisite courses before pursuing several of the required courses.

Students who enroll in this combined program are advised to consult the Department of Psychology for detailed information on a prescribed sequence of courses that will allow them to satisfy both the major and certificate requirements within their specific degree program.

Psychology Option

Students may enroll in the certificate program in Human Resource Management as a stand-alone program, either prior to completing or following completion of a bachelor's degree.

The requirements for the stand-alone program are identical to those for the combined major and certificate program. Students without previous university coursework may have to complete prerequisites that are specified for each course, in addition to the required courses. Students with previous university experience may receive up to 15 credit hours for courses that are similar to those required for the certificate.

Please note that some core courses may have prerequisites that are not part of the Certificate.

Students must complete the following thirty (30) credit hours of core courses.

Code	Title	Credit Hours
MGMT 1281	Introduction to Business Management	3
MGMT 2385	Introduction to Human Resource Management	3
MGMT 3386	Industrial Relations	3
MGMT 3392	Occupational Health and Safety	3
MGMT 4485	Wage and Salary Administration	3
PSYC 2530	Cross-Cultural Psychology (formerly PSYC 3430) (Group B)	3
PSYC 4210	The Psychology of Organizational Development (formerly PSYC 4425) (Group B)	3
PSYC 4220	Personnel Training and Development (formerly PSYC 4426) (Group B)	3