

# HONOURS BACHELOR OF COMMERCE (OPTION IN HUMAN RESOURCE MANAGEMENT)

In recent years, organizations have increasingly begun to appreciate the strategic importance of adopting a systematic approach to human resource management (HRM). The purpose of this program is to provide an in-depth knowledge of the three HRM functions that have become most critical in organizations: personnel management, industrial relations and organizational behaviour. This program emphasizes both practical and conceptual skills, to enable students to work in all areas of HRM in the private, public, and not-for-profit sectors.

Graduates of this program are well-positioned to succeed in the competitive HR labour market, as the majority of our courses have been accredited by the Human Resources Professionals Association of Ontario (HRPAO). Thus, students who successfully complete the HRM program not only receive a BCom with specialized training in HRM, but also fulfill the academic requirements for Certified Human Resources Professional (CHRP) designation.

This program is offered in English and in French.

## Program Requirements

Co-operative education is available with this program.

The French immersion stream is available with this program.

Please note that all of the following HR courses have been accredited by the HRPAO as contributing academic credits toward the CHRP designation.

Requirements for this program have been modified. Please consult the 2024-2025 calendars (<http://catalogue.uottawa.ca/en/archives/>) for the previous requirements.

## Compulsory Core Courses

ADM 1300	Introduction to Business	3 Units
ADM 1301	Business and Society	3 Units
ADM 1305	Mathematics for Management	3 Units
ADM 1340	Financial Accounting	3 Units
ADM 1370	Applications of Information Technology for Business	3 Units
ECO 1102	Introduction to Macroeconomics	3 Units
ECO 1104	Introduction to Microeconomics	3 Units
ENG 1131	Effective Business English	3 Units
ADM 2302	Business Analytics for Decision Making	3 Units
ADM 2303	Statistics for Management	3 Units
ADM 2304	Applications of Statistical Methods in Business	3 Units
ADM 2320	Marketing	3 Units
ADM 2336	Organizational Behaviour	3 Units
ADM 2337	Human Resource Management	3 Units
ADM 2341	Managerial Accounting	3 Units

ADM 2350	Financial Management	3 Units
ADM 2372	Management Information Systems	3 Units
ADM 2381	Business Communication Skills	3 Units
ADM 3301	Operations Management	3 Units
ADM 3318	International Business	3 Units
ADM 4311	Strategic Management	3 Units
<b>Total:</b>		<b>63 Units</b>

## Human Resources Management Option

ADM 3333	Staffing Organizations	3 Units
ADM 3334	Industrial Relations	3 Units
ADM 3337	Compensation Administration	3 Units
ADM 4336	Occupational Health and Safety	3 Units
ADM 4338	International Training and Development for Sustainability	3 Units
ADM 4339	Strategic Human Resources Planning	3 Units
<b>Total:</b>		<b>18 Units</b>

Note(s)

Please note that all of the HR option courses have been accredited by the HRPAO as contributing academic credits toward the CHRP designation.

## Elective Courses Options

9 optional course units in administration (ADM) <sup>1</sup>	9 Units
15 elective course units from another faculty <sup>2</sup>	15 Units
15 elective course units	15 Units
<b>or</b>	
one additional option (18 course units) from the list of additional options below	18 Units
15 elective course units from another faculty <sup>2</sup>	15 Units
6 elective course units	6 Units
<b>or</b>	
9 optional course units in administration (ADM)	9 Units
one additional minor (30 course units)	30 Units
<b>Total:</b>	<b>39 Units</b>

Note(s)

<sup>1</sup> ADM 3338 and ADM 4337 are recommended as part of your elective course units in administration (ADM).

<sup>2</sup> A maximum of 6 course units at the 1000 level can count towards this requirement.

## List of Additional Options Accounting Option

ADM 2342	Intermediate Accounting I	3 Units
ADM 3340	Intermediate Accounting II	3 Units
ADM 3345	Taxation I	3 Units
ADM 3346	Cost Accounting	3 Units
6 course units from:	6 Units	
ADM 3349	Auditing Theory	
ADM 3350	Corporate Finance	

ADM 3360 Business Law
ADM 4340 Cases Studies in Accounting
ADM 4341 Advanced Auditing
ADM 4343 Data Analytics in Accounting
ADM 4344 Taxation II
ADM 4345 Management Control Systems
ADM 4346 Auditing in a digital environment
ADM 4348 Special Topics in Financial Accounting
ADM 4349 Advanced Accounting

**Total: 18 Units**

## Business Analytics Option

ADM 3303 Hands-On Coding for Business	3 Units
ADM 3305 Business Simulation Analytics	3 Units
ADM 4307 Business Forecasting Analytics	3 Units
ADM 4363 Business Optimization Analytics	3 Units
ADM 4964 Application of Business Analytics	3 Units
3 course units from:	3 Units
ADM 3308 Business Data Mining	
ADM 3316 Competitive Intelligence	
ADM 3323 Market Research	

**Total: 18 Units**

## Business Technology Management Option

ADM 3308 Business Data Mining	3 Units
ADM 3378 Emerging Topics in Management Information Systems	3 Units
ADM 3379 Systems Analysis, Development, and Performance	3 Units
ADM 4377 Digital Enterprise Systems and Strategies	3 Units
6 optional course units from:	6 Units
ADM 3303 Hands-On Coding for Business	
ADM 3305 Business Simulation Analytics	
ADM 4103 Project Management	
ADM 4307 Business Forecasting Analytics	
ADM 4376 Cybersecurity Management	
ADM 4378 Business Communications Networks	
ADM 4379 Management and Implementation of Web Technologies in Organizations	

**Total: 18 Units**

## Entrepreneurship Option

ADM 2313 The Entrepreneurial Society	3 Units
ADM 4315 Strategic Entrepreneurship	3 Units
ADM 4316 Management of Innovation	3 Units
3 course units from:	3 Units
ADM 3313 New Venture Creation	
ADM 3315 Social Entrepreneurship	
6 course units from:	6 Units
ADM 4113 Advising Family Business	
ADM 4310 Managing Science and Technology Enterprises	

ADM 4329 Personal Selling
AHL 3300 Creativity and Innovation

**Total: 18 Units**

## Finance Option

ADM 2352 Finance Theory	3 Units
ADM 3350 Corporate Finance	3 Units
ADM 4350 Equity Valuation	3 Units
ADM 4355 Finance, Ethics and Social Responsibility	3 Units
6 course units from:	6 Units
ADM 3351 Fixed Income Investments	
ADM 3352 Portfolio Management	
ADM 3354 Financial Modeling	
ADM 3355 Fintech	
ADM 3356 Real Estate Finance	
ADM 4351 Options and Futures	
ADM 4352 Advanced Corporate Finance	
ADM 4354 International Financial Management	
ADM 4356 Alternative Investments and Risk Management	
ADM 4358 Mergers and Acquisitions	

**Total: 18 Units**

## Healthcare Analytics Option

ADM 3363 Healthcare Informatics for Managers	3 Units
ADM 4307 Business Forecasting Analytics	3 Units
ADM 4363 Business Optimization Analytics	3 Units
ADM 4964 Application of Business Analytics	3 Units
6 optional course units from:	6 Units
ADM 3305 Business Simulation Analytics	
ADM 3308 Business Data Mining	
ADM 3366 Healthcare Management	
BIO 4158 Applied Biostatistics in R	
ECO 3125 Introduction to Health Economics	
HSS 3101 Health Research: Quantitative and Qualitative Approaches	
HSS 4303 Epidemiology	

**Total: 18 Units**

## International Management Option

ADM 3319 Cross-Cultural Management	3 Units
ADM 4318 Multinational Business Policy	3 Units
12 course units from:	12 Units
ADM 3317 Varieties of Capitalism: from Medieval Merchants to Modern Multinationals	
ADM 3358 Multinational Business Finance	
ADM 4319 Strategic Management in Developing and Emerging Economies	
ADM 4328 International Marketing	
ADM 4338 International Training and Development for Sustainability	

Third language course (other than English or French) \*

Mandatory International Exchange	15 Units
----------------------------------	----------

<b>Total:</b>	<b>33 Units</b>
---------------	-----------------

Note(s)

\* No culture courses are allowed for this requirement.

### **Mandatory Requirement: International Exchange**

Students in the International Management option must complete at least 12 of the 120-unit program requirements abroad as part of an international exchange with one of the international partner institutions of the Telfer School of Management. At least one and at most two full-time semester(s) of study abroad (minimum 12 units per semester abroad) must be completed. During the exchange, students must take business courses or third language courses. The normal load of an international exchange study session is 15 units.

Units completed as part of the international exchange session(s) may count towards partial or complete fulfillment of:

- any of the 12 elective units listed under the International Management option requirements, provided the courses offered at the international partner institution are considered equivalent to the corresponding Telfer School of Management courses;
- the 15 course units in administration (ADM);
- the 15 course units from another faculty.

### **Management Option**

ADM 4317 Leadership, Strategy and Sustainability	3 Units
--	---------

15 course units from:	15 Units
-----------------------	----------

ADM 3302 Supply Chain Management	
----------------------------------	--

ADM 3316 Competitive Intelligence	
-----------------------------------	--

ADM 3317 Varieties of Capitalism: from Medieval Merchants to Modern Multinationals	
--	--

ADM 3338 Principles of Negotiation	
------------------------------------	--

ADM 3366 Healthcare Management	
--------------------------------	--

ADM 4103 Project Management	
-----------------------------	--

ADM 4312 Management in the New Economy	
--	--

ADM 4316 Management of Innovation	
-----------------------------------	--

ADM 4319 Strategic Management in Developing and Emerging Economies	
--	--

ADM 4358 Mergers and Acquisitions	
-----------------------------------	--

<b>Total:</b>	<b>18 Units</b>
---------------	-----------------

Note(s)

The Management option will be organized in terms of three themes. It is strongly recommended that students choose at least one course (3 units) from each theme:

- Managing for continuous performance improvement: ADM 3316, ADM 4103, ADM 4316;
- Managing outwards: the firm in its environment: ADM 3302, ADM 4103, ADM 4316;
- Management past and future: ADM 3317, ADM 4312.

### **Marketing Option**

ADM 3321 Consumer Behaviour	3 Units
-----------------------------	---------

ADM 3322 Services Marketing	3 Units
-----------------------------	---------

ADM 3323 Market Research	3 Units
--------------------------	---------

ADM 3326 Advertising and Sales Promotion Management	3 Units
---	---------

ADM 4322 Marketing Strategy	3 Units
-----------------------------	---------

ADM 4325 Promotional Planning Practicum	3 Units
---	---------

<b>Total:</b>	<b>18 Units</b>
---------------	-----------------