

Bachelor of Commerce – Human Resources Management

Lawrence Kinlin School of Business Bachelor of Commerce Degrees

The Lawrence Kinlin School of Business Bachelor of Commerce Degrees offer the best of both worlds - theoretical knowledge combined with practical hands-on learning. Our three new Bachelor of Commerce degrees produce exactly what employers are looking for - strategic thinkers that can hit the ground running.

Our industry-leading faculty's practical approach prepares students for their careers following graduation. They teach students to recognize new business opportunities, approach challenges creatively and anticipate the unique needs of the global business market.

Our degrees are designed with flexibility in mind. Students may start directly into Semester One beginning in the fall, or they may ladder into the degree after completion of either a diploma or advanced diploma. Students may also decide to start in one of our Business diploma or advanced diploma programs and transfer into the degree programs after completion of their second or third year.

With its blend of higher learning and real world practice, Co-operative Education has become a proven method to expose our next generation of graduates to a world of new ideas and different ways of working in a work place where change is accelerating and challenges are growing more complex.

Why Should My Company Hire a Co-op Student?

Some employers believe that today's graduates have no concept of the "real" world of work; we provide this opportunity through Co-operative Education. Any position that gives the student relevant work experience in their chosen field of study would be suitable for a co-op work term.

Co-operative Education students are ultimately looking ahead to careers in companies and organizations such as yours. For this reason they are eager to get involved, make a worthwhile contribution and learn from the experiences they will have at your business.

Participation in Co-operative Education also gives the employer an opportunity to try out a student's capabilities without obligation or commitment to permanent employment.

This work oriented educational system integrates academic study with paid, on-the-job work experience by alternating study terms at College and periods of employment with participating companies. It is essential that the student be treated like a regular company employee. This ensures that a realistic picture of the working environment in that field is obtained.

Perhaps more important to the educational experience is what the students gain from the working experience; an attitude for success and the ability to work with a diverse cross-section of co-workers.

Bachelor of Commerce - Human Resources Management

The Bachelor of Commerce (Human Resources Management) program is a four-year, honours level degree with a mandatory co-op work term between semesters 7 and 8.

Students will study core fundamentals of business including business strategy, management, accounting, leadership and marketing in addition to the specialized human resources management courses, including performance management, human resources planning, talent acquisition, employee and labour relations and compensation and benefits administration.

All nine course credits required for the CHRP professional designation are included in the program.

Students will be prepared both academically and experientially for a variety of human resources opportunities in many organizations and sectors, including government, non-profit, education, manufacturing, hospitality, health care, financial services, and many others. Graduates may work in positions such as an HR training coordinator, recruiter, compensation analyst, health and safety specialist, labour relations representative, benefits administrator or an HR generalist.

Employability Skills

- Critical thinking skills
- Ability to analyze data and other pertinent information
- Team work
- Respect for others
- Time management
- Responsibility
- Resilience
- Communication skills
- Meeting behavioural expectations

CHRP Designation Courses

- Human Resources Management
- Organizational Behaviour
- Talent Acquisition
- Employee and Labour Relations
- Workplace Health and Safety
- Compensation
- Training and Development
- Planning for the Human Resources Professional
- Accounting for Managers

Additional Courses and Areas of Study

- International Human Resources
- Negotiation and Dispute Resolution
- Organizational Development
- Employment Law
- Business Law
- Pension and Benefits
- Metrics
- Business Strategy, Ethics, Liberal Education/Creative Thinking