HONOURS BACHELOR OF COMMERCE – HUMAN RESOURCES MANAGEMENT (BHRM)

About the Program

This four-year degree program combines theory with practice, allowing you to develop critical and strategic skills required for human resource management. You will gain necessary technical knowledge including HRIMS/SAP, data mining and metrics.

As a graduate of this program, you will have the required knowledge to pursue several key industry designations such as:

- Certified Human Resources Professional (CHRP) designation through the Human Resources Professionals Association
- The Microsoft Office Specialist Certificate through Microsoft

Credential Awarded

Honours Bachelor Degree

Duration

8 Semesters (4 Years)

Starts

January, September

Advanced Entry

Graduates of a diploma program may be eligible to complete this degree faster through one of our pathway options (https://www.senecapolytechnic.ca/programs/fulltime/BHRM/pathways.html).

Program and Course Delivery

This program is offered in Seneca's hybrid delivery format with some courses available in Seneca's flexible delivery format. Some coursework is online and some must be completed in person. Students will need to come on campus to complete in-person learning requirements. For courses offered in the flexible delivery format, professors use innovative learning spaces and technology to teach students in a classroom or lab and broadcast in real time to students attending remotely. In flexible courses, students have the choice of coming on campus or learning online.

Skills

Throughout this program you will develop the following skills:

- Interpretation of laws and regulations
- Critical thinking
- Mathematical concepts
- Staffing techniques
- Information Management

Work Experience
Mandatory Degree Co-op

A work experience that includes at least one term in a formal work environment. In most cases the work term(s) is a paid position that is completed between two academic semesters and requires a minimum of 420 hours of work. Students must be in good standing and meet all identified requirements prior to participating in the work experience. The successful completion of the co-op work term(s) is required for graduation. Eligibility for participation does not guarantee that a work position will be secured. Additional fees are required for those participating in the mandatory co-op stream regardless of success in securing a work position.

Work-Integrated Learning Model

Year	September	January	May
Year 1	Semester 1	Semester 2	Break
		OR	
Year 1		Semester 1	Semester 2
Year 2	Semester 3	Semester 4	Work Term
Year 3	Semester 5	Semester 6	Break
Year 4	Semester 7	Semester 8	

Your Career

Graduates of the program can explore the following career options:

- HR Administrator
- HR Business Partner
- HR Specialist
- HR Consultant
- Recruiter, Trainer or Compensation Analyst

Accreditation

Accreditation Council for Business Schools and Programs

Program of Study

Course Code	Course Name	Weekly Hours
Semester 1		
BAB100	Introduction to Canadian Business	3
BAB110	Financial Mathematics	3
BAB120	Computer Applications for Business I	3
BAB140	Introduction to Financial Accounting	3
BBA101	Business Presentations Strategy	3
ENG106	Writing Strategies	3
Semester 2		
BAB210	Business Statistics	3
BAB220	Computer Applications for Business II	3
BAB231	Introduction to Business Law	3
BAB240	Management Accounting	3
ENG205	Applied Communication for Business and Industry	3
HRM701	Introduction to Human Resources Management	3

Semester 3

BAB235	Introduction to Marketing	3
HST310	Business Ethics	3
HST330	Business Finance	3
HST430	Organizational Behaviour	3
LSP240	Micro Economics - Theory and Practice	3
plus: Liberal Studies Course (1)		3

Semester 4

BAB905	Project Management	3
BBA102	Business Innovation and Model Design	3
INX117	Foundations of Global Sustainability	3
LSP101	World Geography	3
LSP340	Macroeconomics - Theory and Practice	3
MRT296	Integrated Marketing Communications	3
WTP200	Work Term Preparation	1

Work-Integrated Learning Term

HST771	Human Resource Strategy and Technology, Co-op	35

Semester 5

BMT850	Strategic Management	3
GCN500	Consultative Skills in a Global Environment	3
HRM782	Recruitment and Selection Techniques	3
HRM848	Training Techniques and Practices	3
HST400	Operations Management	3
HST540	Compensation	3

Semester 6

BBA600	Strategic Business Solutions	3
BMT700	International Business Management	3
HST620	Human Resources Research and Information Systems	3
HST720	Occupational Health and Safety	3
HST750	Industrial Relations	3
plus: Liberal Studies Course (1)		3

Semester 7

HST520	Employment Law	3
HST610	Pensions and Benefits	3
HST850	Human Resource Planning	3
HST860	Technology Enhanced Learning	3
LSP700	Applied Research Methodology	3

Semester 8

BMT800	Applied Research Project	3
HST810	Advanced Issues in Organizational Development	3
HST840	Multidisciplinary Business Case	3
HST870	Advanced Applications in HRIS	3
plus: Liberal Studies Course (1)		3

Seneca has been granted a consent by the Minister of Colleges and Universities to offer this degree for a seven-year term starting March 20, 2020. In conformity with the Minister's criteria and requirements, Seneca will submit an application for the renewal of the consent for this program 12 months prior to the expiration of the consent. Seneca shall ensure that all students admitted to the above-named program during the period of consent will have the opportunity to complete the program within a reasonable time frame.

Program Learning Outcomes

This Seneca program has been validated by the Credential Validation Service as an Ontario College Credential as required by the Ministry of Colleges and Universities.

As a graduate, you will be prepared to reliably demonstrate the ability to:

- Apply global perspectives and foundational human resources knowledge (including but not limited to Compensation and benefits, Occupational Health & safety, Training and development, Organizational design, Organizational behaviour, Employment law, HR Planning, Recruitment and selection, and Employee/Labour relations) and best practices to inform strategic organizational decision-making.
- Integrate general business principles and practices to develop solutions to business opportunities and challenges.
- Analyze workplace scenarios to optimize an organization's human resources practices.
- Analyze organizational behaviour and culture theories and practices to examine and implement employee involvement strategies, effective leadership practices, and organizational change.
- Integrate appropriate technology and human resources information management systems (HRIMS) when formulating strategies and plans.
- Evaluate the effectiveness of HR practices using data analysis and metrics for strategic decision-making.
- Promote ethical and legal human resources management guidelines, principles and practices to ensure the sustainability, accountability, and integrity of the organization.
- Develop communications plans and HR strategies that enhance collaboration and promote diversity and inclusion.
- Conduct systematic research through the application of research methodologies to investigate HR opportunities and challenges and to provide recommendations for informed decision-making.
- Build and manage interpersonal relationships and teams through effective communication, collaboration, negotiation, problem solving, and self-reflective practice.

Admission Requirements

- Ontario Secondary School Diploma (OSSD) or equivalent, including six Grade 12 U or M courses with a minimum overall average of 65%, or a mature applicant (https://www.senecapolytechnic.ca/registrar/canadian-applicants/admission-requirements/mature-applicants.html).
- Required courses with minimum final grade of 65% in each:
  - English: Grade 12 ENG4U
  - Mathematics: any Grade 12 U

Learn about Seneca's free English upgrading course (https://www.senecapolytechnic.ca/registrar/canadian-applicants/admission-requirements/upgrading-options/english-12u-equivalency.html) and math upgrading course (https://www.senecapolytechnic.ca/

registrar/canadian-applicants/admission-requirements/upgrading-options/math-12u-equivalency.html) for applicants who don't meet the high school requirements, as well as recommended upgrading for applicants who don't meet their academic subject requirements. (https://www.senecapolytechnic.ca/registrar/canadian-applicants/admission-requirements/upgrading-options.html)

Advanced Entry

Advanced entry offers a pathway for graduates from the following Ontario diploma/advanced diploma programs with a GPA of 70% or higher:

- Business Administration – Human Resources (https://www.senecapolytechnic.ca/programs/fulltime/BHR.html)
- Business Administration – Management (https://www.senecapolytechnic.ca/programs/fulltime/BAG.html)

Learn more about advanced entry (https://www.senecapolytechnic.ca/programs/fulltime/BHRM/pathways.html)

International Student Information

International admissions requirements vary by program and in addition to English requirements (https://www.senecapolytechnic.ca/international/apply/how-to-apply/admission-requirements/english-requirements.html), programs may require credits in mathematics, biology, and chemistry at a level equivalent to Ontario's curriculum, or a postsecondary degree or diploma, equivalent to an Ontario university or college. Program-specific pre-requisite courses and credentials are listed with the admission requirements on each program page. To review the academic requirements please visit: Academic Requirements - Seneca, Toronto, Canada (senecapolytechnic.ca) (https://www.senecapolytechnic.ca/international/apply/how-to-apply/admission-requirements/academic-requirements.html).

Pathways

As a leader in academic pathways, we offer a range of options that will allow you to take your credential further in another Seneca program or a program at a partner institution.

To learn more about your eligibility, visit the Academic Pathways (https://www.senecapolytechnic.ca/pathways.html) web page.

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