undergraduate and certificate programs

human resources
labour relations

Bachelor of Human Resources and Labour Relations
University Certificate in Human Resources and Labour Relations
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Finally, a university that’s all about you

Athabasca University, Canada’s Open University, is the nation’s leading online and distance education university. We’re proud to serve more than 37,000 students in 87 countries worldwide.

We offer over 700 courses in more than 90 undergraduate and graduate degree, diploma and certificate programs. Our philosophy is to remove geographical, financial, social and cultural barriers that traditionally limit access to post-secondary achievement.

The flexibility of our distance and online learning programs allows you to obtain a quality post-secondary education on your own terms—anywhere, anytime. It’s the perfect way to experience all the advantages of a traditional university in a non-traditional setting like your home, office or wherever you may find yourself.
Bachelor of Human Resources and Labour Relations

University Certificate in Human Resources and Labour Relations

Employment is a fact of life, and the management of employment relations demands technical knowledge, analytical skills and political savvy. Challenge yourself by expanding your knowledge of human resources and labour relations.

AU’s Centre for Work and Community Studies takes a novel approach by offering the Bachelor of Human Resources and Labour Relations and the University Certificate in Human Resources and Labour Relations. AU also offers a post-diploma entry option for the Bachelor of Human Resources and Labour Relations as well as a Bachelor of Management degree (Human Resource Management major) through the School of Business. These innovative programs allow you to examine recruitment and selection, job analysis, compensation and benefits, evaluation and performance appraisal, collective bargaining and contract interpretation, grievance handling, labour and employment law, training and development, discipline and termination, and learning and work.

Successful graduates have assumed a broad range of professional roles including

- human resource manager
- human resource trainer
- labour relations officer or manager
- trade union official
- human resource development professional

These programs are also valuable if you simply want to better understand and participate in industrial relations and human resource matters in your own workplace.
The Programs

Bachelor of Human Resources and Labour Relations

The Bachelor of Human Resources and Labour Relations is a 90-credit program including required courses (30 credits) and elective and optional courses (60 credits). This program offers transfer credit, credit through prior learning assessment and recognition, and a post-diploma route.

Required Courses (3 credits each):

- ADMN 233: Writing in Organizations
- or ENGL 255: Introductory Composition
- EDUC 310: The Canadian Training System
- HRMT 386: Introduction to Human Resource Management
- HRMT 387: Strategic Human Resource Management
- IDRL 305: Collective Bargaining
- IDRL 308: Occupational Health and Safety
- IDRL 312: Conflict and Accommodation
- IDRL 320: Labour Law in Canada
- or HRMT 322: Employment Law in Canada
- SOCI 345: Women and Work in Canada
- SOCI 321: The Sociology of Work and Industry

These courses will provide you with a sound theoretical and practical basis for dealing with the employment relationship.

University Certificate in Human Resources and Labour Relations

The University Certificate in Human Resources and Labour Relations is a 30-credit certificate program. The certificate can serve as an interim credential while you complete the full 90-credit degree program.

Required Courses:

- IDRL 312: Conflict and Accommodation
- IDRL 320: Labour Law in Canada
- or HRMT 322: Employment Law in Canada
- HRMT 386: Introduction to Human Resource Management
Excellence in Distance Education

Our courses in Human Resources and Labour Relations are self-paced and offered through distance delivery. The programs allow you to study whenever and wherever you are able.

Personalized education

Individual tutors will work closely with you throughout your program to ensure you have all the resources you need to succeed.

Flexibility

You may choose your own elective and optional courses to supplement the small set of required, core courses. This flexibility recognizes that what you want to learn depends in large measure upon who you are and what you do.

CHRP Designation

The Bachelor of Human Resources and Labour Relations meets the degree requirements for the Certified Human Resources Professional (CHRP) designation, which will take effect in 2011. Individual courses may also meet ongoing professional development requirements for CHRP holders. If you already hold a CHRP designation, you will receive six transfer credits for the designation when you enrol in the degree program.

In addition to the required courses listed previously, Athabasca University offers the following courses relevant to Human Resource Management and Labour Relations:

- HIST 336 History of Canadian Labour
- HRMT 301 Recruitment and Selection
- HRMT 323 Workers’ Compensation in Canada
- HRMT 389 Transforming Organizations: From Hierarchical to Participatory Organizations
- IDRL 201 Labour Unions
- IDRL 304 Rights at Work: Grievance Arbitration
- IDRL 307 Public Sector Labour Relations
- IDRL 496 Comparative Labour Education
- IDRL 498 Directed Studies in Industrial Relations
- IDRL 499 Doing Research in Organizations
- LBST 200 Introduction to Labour Studies
- LBST 331 Women, Workers and Farmers: Histories of North American Popular Resistance
- LBST 332 Women and Unions
- LBST 411 Special Projects in Labour Studies I
- LBST 412 Special Projects in Labour Studies II
- LBST 413 What Do Unions Do?
- LBST 470 Pre-Industrial Origins of Labour and Socialist Thought
- LBST 471 Labour and Socialist Thought in the Early Industrial Revolution, 1800-1850
- LBST 472 Labour and Socialist Thought in the Later Industrial Revolution, 1850-1917
- ORGB 300 Organizational Culture
- ORGB 319 Motivation and Productivity
- ORGB 326 Organizational Theory
- ORGB 327 Leadership in Organizations
- ORGB 390 Managing Change
- ORGB 430 Information Systems and Organizational Design

Additional courses are under development. For a complete selection and course descriptions, consult our Calendar.
Admission

Admission is easy. To apply online, go to www.athabascau.ca and click on Register Now.

Athabasca University is an open university. The only admission requirement is that you must be 16 or older.

If you have previous post-secondary experience, you'll want to arrange to have official copies of your post-secondary transcripts sent directly to AU's Office of the Registrar so that you can take advantage of any available transfer credit for courses or programs.

A post-diploma route is available to students who have completed a diploma from a recognized college or technical institute – block credit for a completed diploma varies from 30 to 66 credits – please consult the website and contact the Office of the Registrar for details.

Students entering the Bachelor of Human Resources and Labour Relations program may also receive advance credits through Prior Learning Assessment and Recognition (PLAR). If you are considering applying for Prior Learning Assessment and Recognition (PLAR) credit, contact AU's Centre for Learning Accreditation, toll-free at 1-800-788-9041, ext. 6481, or e-mail plar@athabascau.ca.

To find out more about the AU Bachelor of Human Resources and Labour Relations degree or the University Certificate in Human Resources and Labour Relations, please contact Athabasca University today:

For more information about programs and courses or admission and course registration requirements, please contact the Information Centre:

Phone: 1-800-788-9041 (Canada/U.S.) or 780-675-6100

Fax: 780-675-6437

Website: http://www.athabascau.ca/programs/bhrlrpd/
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