

## **Proposal for: BUSINESS MANAGEMENT DIPLOMA in HUMAN RESOURCE MANAGEMENT**

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I'm excited by the prospect of a BBA in HRM. But there are a number of 2<sup>nd</sup> year business courses at Kwantlen that are not being offered, which could be structured into a new diploma, including:

BUSI 2315: Human Relations in Organizations  
BUSI 2340: Personal Management Skills for Success in Business  
BUSI 2350: Human Resource Management II  
BUSI 2360: Union Management Relations\*

BUSI 2415: Management Control  
BUSI 2435: Development of Business Plans  
BUSI 2450: Business Simulation  
BUSI 2460: Collective Bargaining

\* This Course is now being offered.

*The above courses, when combined with other Kwantlen Course offerings could be framed into a new HUMAN RESOURCE MANAGEMENT DIPLOMA or ORGANIZATIONAL BEHAVIOUR DIPLOMA.*

Such a diploma would:

- Help expand the breadth and offering of programs at Kwantlen University College;
- Be a way for students to compliment and ladder into the new *BBA in Human Resource Management* or the current *BBA in Entrepreneurial Leadership*;
- Help meet the needs of those students not seeking a BBA in HRM but wishing to exit at the end of the diploma straight into the workforce;
- Not heavily tax the resources of Kwantlen University College as these courses have already been developed and are offered from time to time (the only concern would be the need for more business faculty to teach the increase in offerings that would be needed for such a venture).

Having a basic 2-year Business Management Diploma in Human Resource Management / Organizational Behaviour could help make the field of HRM more accessible for more students in the Kwantlen Region.

## Program Content Sample...

Overall, a solid set of introductory 1<sup>st</sup> and 2<sup>nd</sup> year course offerings at Kwantlen could help meet the needs of students interested in HRM / OB by grounding them in:

- Communications theory & applications;
- Microcomputer Applications;
- Accounting and / or Economics; *as well as*
- the variety of introductory HRM course offerings that have already been developed at Kwantlen.

Specifically, a semester-by-semester breakdown could look like this...

### Semester 1

ACCT 1110: Principles of Accounting I \*  
ACCT 1130: Business Math  
BUSI 1110: Fundamentals of Business in Canada  
CBSY 1105: Introductory Microcomputer Applications  
CMNS 1110 (or 1120 or 1140 or 1160 – i.e. Any Introductory Communications Course)

\* Or substitute ACCT 2293: Introduction to Financial Accounting for 1110 / 1210

### Semester 2

ACCT 1230: Business Statistics  
BUSI 1210: Essentials of Management  
BUSI 1215: Organizational Behaviour I  
BUSI 1250: Human Resource Management I  
BUSI 2390: Business Law

### Semester 3

CBSY 2305 (or 2310): Advanced Microcomputer Applications  
BUSI 2315: Human Relations in Organizations  
BUSI 2340: Personal Management Skills for Success in Business  
BUSI 2350: Human Resource Management II  
BUSI 2360: Union Management Relations

### Semester 4

BUSI 2415: Management Control \*  
BUSI 2435: Development of Business Plans \*\*  
BUSI 2450: Business Simulation \*\*\*  
BUSI 2460: Collective Bargaining  
BUSI 2465: Business Negotiations

\* Or BUSI 2405: Operations Management

\*\* Or BUSI 2425: Enterprise Development and Business Planning

\*\*\* Or BUSI 2490: International Business Or an ECON 1101, 1150 or 1250 (?)