



Business Administration

Course Number:	BUAD 246
Course Title:	RECRUITMENT AND SELECTION
Credits:	3
Calendar Description:	This course provides an in-depth study of recruitment and selection. Topics include legislation, screening devices, assessment techniques, and interviewing. <i>(also offered by Distance Education)</i>
Semester and Year:	Fall 2017
Prerequisite(s):	BUAD 269
Corequisite(s):	No
Prerequisite to:	No
Final Exam:	Yes
Hours per week:	3
Graduation Requirement:	BBA, Human Resources Management Specialty – Required Diploma, Human Resources Management Option – Elective
Substitutable Courses:	No
Transfer Credit:	
Special Notes:	Students who have received credit for BUAD 271 cannot take BUAD 246 for further credit
Originally Developed:	February 2000
EDCO Approval:	

Chair's Approval:

A handwritten signature in black ink, appearing to read "Laura A. B.", is written over a light gray rectangular background.

Professors

Name	Phone	Office	Email
Roberta Sawatzky <i>Course Captain</i>	250-762-5445 x4296	K: H122B	rsawatzky@okanagan.bc.ca

Learning Outcomes

Upon completion of this course students will be able to

- examine how recruitment and selection contributes to effective HR management and organizational performance.
- identify an organization’s human resources needs and potential sources of qualified candidates.
- implement processes for attracting qualified candidates.
- analyze position requirements to establish selection criteria.
- differentiate between employee screening and employee selection.
- critique different assessment tools.
- evaluate recruitment, screening, selection, and orientation processes and outcomes at the organizational level.

Course Objectives

This course will cover the following content:

- Overview and foundations of recruitment and selection
- Reliability and validity of contemporary recruitment and selection practices
- Legal considerations in the recruitment and selection process
- Job analysis and competency models
- Job performance measurement and its impact on recruitment and selection
- Role of recruitment in Human Resource planning
- Screening procedures
- Testing and other assessments used in Human Resource selection
- Traditional and alternative approaches to employment interviewing
- Reducing subjectivity and error in selection decisions

Evaluation

Major Project (Group)	30%
Term Work (Individual)	30%
Final Exam	40%
Total	100%

Notes

Students must receive a passing grade on the final exam in order to pass the course.

Term work may include presentations, quizzes, learning journals, and in-class assignments.

Required Texts/Resources

Catano, V.M. et al (2016). Recruitment and Selection in Canada, 6th ed. Toronto, ON: Nelson.

Course Schedule

Tuesday Sept 5 College-wide Orientation Day Wednesday Sept 6 Classes Begin Monday Oct 9 Thanksgiving Day – <i>no classes</i> Monday Nov 13 Statutory Holiday for Remembrance Day – <i>no classes</i> Tuesday Dec 5 Last Day of Regularly-scheduled Classes			
WEEK/DATE	CHAPTER	CLASSROOM DISCUSSION TOPICS	ASSIGNMENT
1 Sept 6	Read and look over the text and course materials Read Chapter 1 Moodle quiz Journal entry	Why does recruitment and selection matter?	Teams assigned
2 Sept 11/13	Read Chapter 2 Moodle quiz Journal entry	Validity and Reliability	Determine organization to profile. Decision must be submitted to Prof by Sept. 20.
3 Sept 18/20	Read Chapter 3 Moodle quiz Journal entry	Discussion based on the Marita Smith Case	PART 1- HR PLANNING Part I: The Organizations Internal Environment and Human Resource Management Function Part II: Cost/Benefit of the Organizations Human Resource Planning, Recruitment, Selection and Retention Activities
4 Sept 25/27	Read Chapter 4 Moodle quiz Journal entry	Topic suggested by class	Part III: Scanning the Organizations External Environment Part IV: Employer of Choice: Attracting and Retaining Top Talent
5 Oct 2/4	Read Chapter 5 Moodle quiz Journal entry	Why is it important to understand performance as part of the recruitment and selection process	Part V: Human Resource Planning, Recruitment, Selection and Retention Challenges and Ethical Issues Part VI: Legal Issues
6 Oct 11	Read Chapter 6 Moodle quiz Journal entry	Analyze the effectiveness of the Internet and social media in recruiting.	Part VII: Conducting a Job Analysis and Writing a Job Description
7 Oct 16/18	Read Chapter 7 Moodle quiz Journal entry	What would an effective screening process look like for a position receiving 600+ applications?	Submit Assignment- PART 1 - HUMAN RESOURCE PLANNING (Part I –VII and team evaluation)

8 Oct 23/25	Read Chapter 8 Moodle quiz Journal entry	Topic suggested by class	PART 2- STAFFING Part VIII: Constraints Part IX: Attracting Job Applicants Part X: Recruitment Methods Part XI: Job Advertisement Part XII: Development of a Selection Criteria Plan (applicant screening)
9 Oct 30/Nov 1	Read Chapter 9 Journal entry	“_____” is the best interview method because....?	
10 Nov 6/8	Read Chapter 9 Moodle quiz Journal entry	Group vs individual decision making?	Part XIII: Reference Checks Part XII: Development of a Selection Criteria Plan (applicant testing)
11 Nov 15	Read Chapter 10 Moodle quiz Journal entry	The one question I would ask an experienced HR professional regarding recruiting and selection is...	Part XIV: Behaviour Based Interviewing
12 Nov 20/22	Journal entry	Topic suggested by class	Part XV: Evaluating Recruitment Methods
13 Nov 27/29	Group Project Presentation		Submit Assignment- <u>SECTION 2 –STAFFING</u> (Part VIII-XV and team evaluation)
14 Dec 4	Exam Prep		
Exam week ends Dec 18			

SKILLS ACROSS THE BUSINESS CURRICULUM

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

STUDENT CONDUCT AND ACADEMIC HONESTY

What is the Disruption of Instructional Activities?

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

What is Cheating?

“Cheating includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information to other students who are taking the test or examination.”

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

What is Plagiarism?

Plagiarism is defined as “the presentation of another person’s work or ideas without proper or complete acknowledgement.” It is the serious academic offence of reproducing someone else’s work, including words, ideas and media, without permission for course credit towards a certificate, diploma, degree and/or professional designation. The defining characteristic is that the work is not yours.

“Intentional plagiarism is the deliberate presentation of another’s work or ideas as one’s own.” Intentional plagiarism can be a copy of material from a journal article, a book chapter, data from the Internet, another student, work submitted for credit in another course or from other sources.

“Unintentional plagiarism is the inadvertent presentation of another’s work or ideas without proper acknowledgement because of poor or inadequate practices. Unintentional plagiarism is a failure of scholarship; intentional plagiarism is an act of deceit.”

What are the Students’ Responsibilities to Avoid Plagiarism?

Students have a responsibility to read the OC Plagiarism Policy and Procedures outlined in the OC calendar, which is available in online format www.okanagan.bc.ca. Students must acknowledge the sources of information used on all their assignments. This usually involves putting the authors’ name and the year of publication in parentheses after the sentence in which you used the material, then at the end of your paper, writing out the complete references in a Reference section.

“Students are responsible for learning and applying the proper scholarly practices for acknowledging the work and ideas of others. Students who are unsure of what constitutes plagiarism should refer to the UBC publication “*Plagiarism Avoided; Taking Responsibility for your Work*”. This guide is available in OC bookstores and libraries.

Students are expected to understand research and writing techniques and documentation styles. The Okanagan School of Business requires the use of the APA or MLA style, but suggests that students cite references using the APA guidelines (see Publication Manual of the American Psychological Association, 6th edition (2009). A copy of the APA manual is available in the reference section and also available for circulation from OC libraries. The library website has access to these two major citing styles.

What are the Penalties for Plagiarism and Cheating?

The Okanagan School of Business does not tolerate plagiarism or cheating. All professors actively check for plagiarism and cheating and the Okanagan School of Business subscribes to an electronic plagiarism detection service. All incidents of plagiarism or cheating are reported and result in a formal letter of reprimand outlining the nature of the infraction, the evidence and the penalty. The Dean of the Okanagan School of Business and the Registrar record and monitor all instances of plagiarism and cheating. Penalties for plagiarism and cheating reflect the seriousness and circumstances of the offence and the range of penalties includes suspension from OC.