

HUMAN RESOURCE
MANAGEMENT
CHAPTER 8
Thursday April 7, 2016

SHIFT HAPPENS: VIDEO

<http://www.youtube.com/watch?v=vdvo5FRqmM>



DID YOU
KNOW ?

HUMAN RESOURCE MANAGEMENT (HRM)

- ▶ **Human resource management** is the process of recruiting, attracting, developing and maintaining a quality workforce.
 - ▶ *Human capital*
- ▶ The HRM process involves three crucial steps:
 - ▶ .
 - ▶ .
 - ▶ .

LEGAL IMPLICATIONS OF HRM

- ▶ *Discrimination*
 - ▶ .

- ▶ *Employment equity*
 - ▶ .

PROHIBITED GROUNDS FOR DISCRIMINATION IN CANADA

- ▶ Race or colour
- ▶ Religion
- ▶ Physical or mental disability
- ▶ Age if between 18 and 64/65
- ▶ Sex
- ▶ Marital status
- ▶ Dependence on drugs/alcohol
- ▶ Sexual orientation
- ▶ Ethnic origin
- ▶ Political belief
- ▶ Criminal conviction
- ▶ Pardoned conviction

Refer to table 8.2 on page 242 of your text for complete list of provinces.

CURRENT LEGAL ISSUES IN HRM

- ▶ Read page 243
 - ▶ Develop a summarized note that touches on each of the areas that are currently at the core of HRM issues related to discrimination

- ▶ Read over the Knowledge/Understanding questions on page 244 and ensure you can develop an answer for each in preparation for upcoming assessments.
