

BADM 101

Management

Unit 10

Laurie Prange (Prange-Martin)

Agenda

- Taking attendance
- Focusing Activity
- Lecture = About the Team Assignment
- Learning Consolidation – Library Workshop

Taking attendance



Sammi Skolmoski
@skullmoski



she died doing what she hated: entering each past job as a separate “work experience” entry even though you also had her upload a resume

2018-01-13, 5:40 PM

1. Think about how this quotation is similar to your experiences of online applications for work or school.
2. Form groups of 4-5 and compare experiences to find one to use for this exercise.
3. Use the paper provided to outline one suggestion for improving the chosen online application.
4. Each group then reports back to the class.

Lecture

Ch. 8 = Managing Human Resources and Labour Relations

Ch. 8

- Strategic Human Resource Management
- Issues in staffing, internal and external
- Developing employees and managers
- Wages, salaries, incentives, and benefit programs
- Key legal issues
- Workforce diversity
- Unionism in Canada
- Steps in Collective Bargaining process

Sources of Canadian HR Legislation

1. Canadian Charter of Rights and Freedoms
2. Human Rights Legislation
3. Employment Standards Legislation
4. Ordinary Laws
5. Collective Bargaining Agreement
6. Employment Contract





The Planning Process



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Image Source: <https://www.pnet.co.za/for-recruiters/products-and-services/post-jobs/>

The Advantages And Disadvantages Of Internal And External Recruitment Methods

Internal Recruitment	External Recruitment
Advantages <ol style="list-style-type: none">1. Employment record of applicant available2. No induction needed3. Little cost involved4. Employee morale and motivation increased	Advantages <ol style="list-style-type: none">1. Avoids in breeding2. Possible to widen choice of applicants by having a pool of candidates
Disadvantages <ol style="list-style-type: none">1. Filling a vacancy in one department may lead to a more serious gap in another2. No suitable candidates may be available3. Supervisors may be reluctant to release key employee	Disadvantages <ol style="list-style-type: none">1. High cost of recruitment process2. Frustration amongst existing employees

15

Image Source: <http://slideplayer.com/slide/7423651/>

Legal Issues in Reference Checking

- Possibility of civil litigation
 - Slander
 - Negligent misrepresentation
- Many Canadian employers will only confirm the following:
 - Position(s) held
 - Dates of employment
- Requiring written permission to call References



Image Source: <https://www.linkedin.com/pulse/performance-management-why-you-need-enahoro-okhae/>

Wage-based Strategy



Image source: <https://www.marsdd.com/mars-library/employee-compensation-salary-wages-incentives-and-commissions/>

Incentive-Based Strategy

Incentives: Drivers in attracting the best employees



Bonuses



Profit sharing



Stock options

Image source: <https://www.marsdd.com/mars-library/employee-compensation-salary-wages-incentives-and-commissions/>

“What Have Unions Done For Us?”

<https://www.ppwc.ca/what-have-unions-done-for-us/>

Why Unions?

<http://canadianlabour.ca/why-unions>



Just over **30.4%** of Canadian workers are union members.

Union members earned **\$5.28/hour** more, on average, than workers without a union.



Those extra dollars put an extra **\$43.2 BILLION** into the local economy, which supported business, local jobs and local services.

35% more



Women earned **\$7.10/hour** more, on average, with a union at work and they got paid more fairly.

Young workers earned **\$3.74/hour** more, on average, with a union, thanks to fair wages and working hours.



27% more

Collective Bargaining Process

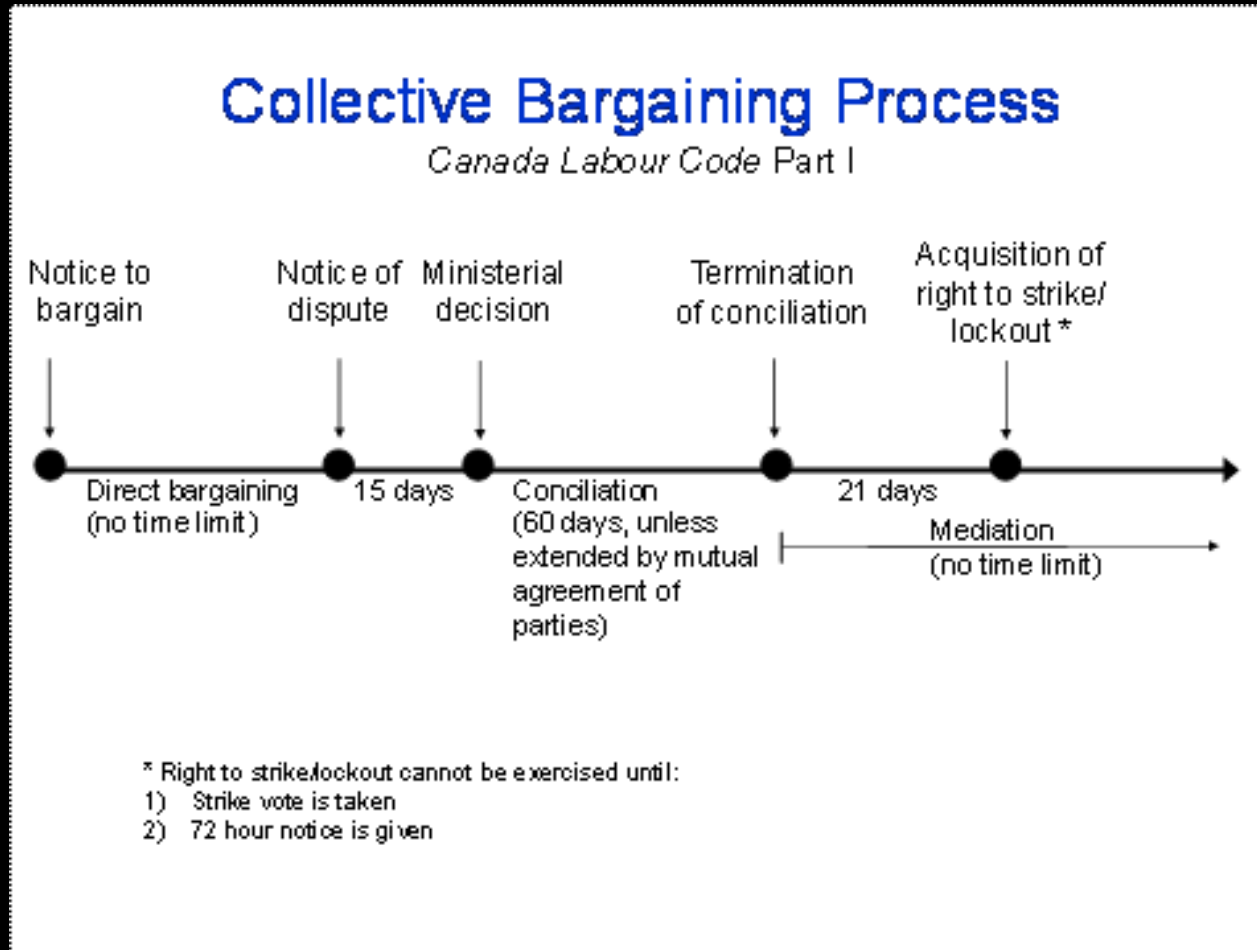


Image Source: <https://www.canada.ca/en/employment-social-development/services/labour-relations/collective-bargaining.html>

Learning Consolidation & Check-in

Library Workshop

<http://capilano.ca/library/>

Thank you for another great class!

See you in Moodle, email, or text.

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