

INSTRUCTOR'S RESOURCE MANUAL

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HUMAN RESOURCES MANAGEMENT IN CANADA Canadian Thirteenth Edition

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PREFACE

The *INSTRUCTOR'S RESOURCE MANUAL*, for the Canadian Thirteenth Edition of *Human Resources Management in Canada*, was written with both instructors and today's students in mind.

For instructors, a resource manual that captures the key learning objectives and synopses of key points, paired with a range of experiential exercises and review, discussion and critical thinking questions should hopefully help to reduce the amount of time that you will require to prepare for class sessions. The exercises and questions can also be easily modified to incorporate current events and your own personal interests/experiences.

As the "tweet" is rapidly replacing even the brief "sound-bite", obtaining and maintaining students' attention is an ongoing challenge. An active learning approach, facilitated through use of the resources in this manual can help to create interesting classes that students want to attend. The outcome of regular engagement (either in-person or online) should be a deeper level of learning and more satisfaction for both students and instructors. Regularly connecting students to real world organizations through the experiential exercises, discussion and critical thinking questions will help to prepare them for the world of work that they are poised to enter in the next few years. Presenting content without context is why students often perceive our classes to be "boring" and "irrelevant". The exercises and discussions help to show them how the course content will be relevant in their future careers, and may even generate realizations that they have already experienced some of these issues, despite limited work experience.

I hope you will find this manual to be useful whether you are a new instructor or an experienced instructor looking to add some new components to your course.

Richard Michalski

TEACHING RESOURCES PROVIDED IN THE INSTRUCTOR'S RESOURCE MANUAL

Here is an overview of what you will find in every chapter of the Instructor's Resource Manual. Page references are provided at multiple points within each chapter of the Manual, to enable easy linkages back to the textbook

LEARNING OUTCOMES: A list of the knowledge and/or abilities that students should have upon completion of the chapter

REQUIRED HR COMPETENCIES: A list of the required competencies for professional certification relevant to that specific chapter

CHAPTER SUMMARY: A brief summary of the topics covered in the chapter

CHAPTER/LECTURE OUTLINE: A more comprehensive outline of the major topics and sub-topics covered in the chapter

DISCUSSION BOXES: A summary of the key points for the theme-related Discussion Boxes; the four key themes are *Workforce Diversity, Strategic HR, Entrepreneurs and HR, and Global HRM.*

ETHICAL DILEMMAS: A summary of the main issues/arguments that may arise during debate/discussion of the "grey" areas of HRM

KEY TERMS: An alphabetical glossary of definitions for all key terms found in that chapter

REVIEW AND DISCUSSION QUESTIONS: comprehensive answers for each end-of-chapter question.

CRITICAL THINKING QUESTIONS: suggested solutions/teaching notes to help students build their ability to develop stronger versus weaker arguments and move away from believing there is one single "correct" answer

EXPERIENTIAL EXERCISES: teaching notes for conducting these exercises

RUNNING CASE: suggested solutions and/or teaching notes for the chapter-specific questions related to the LearnInMotion.com case

CASE INCIDENT: suggested solutions and/or teaching notes are provided for each of the Case Incident questions