



**Bow Valley
College**

Course Outline

HRES2202

Talent Acquisition &

Engagement

Spring 2023 - Current

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HRES2202 Talent Acquisition & Engagement

COURSE DESCRIPTION

This course examines how to create and sustain a valid, reliable, and legally defensible talent acquisition process in a Canadian context. Learners formulate and recommend effective talent acquisition processes that are aligned with organizational strategy and informed by current Human Resources trends, including the impact of social media. Learners assess and recommend techniques to integrate technology and people analytics in the evaluation and implementation of the talent acquisition process.

REQUISITES	Complete the following courses: <ul style="list-style-type: none"> HRES2201 - Introduction to Human Resources (3)
EQUIVALENTS	None
CREDITS	3
HOURS	45
ELIGIBLE FOR PLAR	Yes
ZERO TEXTBOOK COST	No

COURSE LEARNING OUTCOMES

Bow Valley College is committed to ensuring our graduates can demonstrate their abilities in key areas that will make them effective citizens and encourage their development as lifelong learners. In addition to the discipline-specific skills that learners acquire in their programs, the College has identified ten learning outcomes.

College-Wide Outcomes:

1. Communication
2. Thinking Skills
3. Numeracy and Financial Literacy
4. Working with Others
5. Digital Literacy
6. Positive Attitudes and Behaviours
7. Continuous Learning
8. Health and Wellness Awareness
9. Citizenship and Intercultural Competence
10. Environmental Sustainability

COURSE LEARNING OUTCOME(S) COLLEGE WIDE OUTCOMES SUPPORTED

1	Align organizational strategy with the talent acquisition process.	1, 2
2	Examine the legal framework of Human Resources Management and its impact on the recruitment and selection process from the federal and provincial perspectives.	2, 9
3	Examine the job analysis and competency-based Human Resources models throughout the recruitment and selection process.	2, 4
4	Recommend an effective recruitment and selection process that is aligned with organizational strategy and informed by current Human Resources trends.	4, 6
5	Formulate a strategic plan to implement the recruitment and selection process to support the organizational strategy throughout the business cycle.	1, 2, 7
6	Recommend techniques to integrate technology and people analytics in evaluation and implementation of the recruitment and selection process.	1, 2, 5, 7
7	Demonstrate professional attitudes and behaviours in interpersonal skills and writing.	1, 6

COURSE MODULES AND SCHEDULE

**Course schedule subject to change, depending on delivery mode and term of study. For exact dates, please consult the Course Offering Information in Brightspace.*

WEEK/HOURS MODULES

Week 1	Introduction and overview
Week 2	An introduction to recruitment and selection
Week 3	Foundations of recruitment and selection I: reliability and validity
Week 4	Foundations of recruitment and selection II: legal issues
Week 5	Job analysis and competency models
Week 6	Job analysis and competency models assignment of group project
Week 7	Job performance
Week 8	Recruitment: the first step in the selection process
Week 9	Reading Week
Week 10	Selection I: applicant screening
Week 11	Selection II: testing and other assessments
Week 12	Selection III: interviewing
Week 13	Decision making
Week 14	Group project oral and written presentations
Week 15	Final exam

ASSESSMENT

COURSE

LEARNING OUTCOME(S)	ASSESSMENT	WEIGHT
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1, 2, 3, 4, 5, and 7	Assignments/Learner Activities (Minimum of 3)	35%
1, 2, 3, 4, and 6	Exams (Minimum of 2)	45%
1, 2, 3, 4, 5, 6, and 7	Group Project Oral and Written Presentation	20%

Important: For details on each assignment and exam, please see the Course Offering Information.

PERFORMANCE STANDARDS

A minimum grade of D is required to pass this course. However, a program may require a higher grade in this course to progress in the program or to meet specific program completion requirements.

Please consult with the program area or contact the program chair for further details. A minimum Grade Point Average of 2.0 is required for graduation.

GRADING SCHEME

Grade	Percentage	Grade Point	Description
A+	95-100	4.0	Exceptional: superior knowledge of subject matter
A	90-94	4.0	Excellent: outstanding knowledge of subject matter
A-	85-89	3.67	
B+	80-84	3.33	
B	75-79	3.0	Very Good: knowledge of subject matter generally mastered
B-	70-74	2.67	
C+	67-69	2.33	
C	64-66	2.0	Satisfactory/Acceptable: knowledge of subject matter adequately mastered
C-	60-63	1.67	
D+	57-59	1.33	
D	50-56	1.0	Minimal Pass
F	Less than 50	0.0	Fail: an unsatisfactory performance

REQUIRED LEARNING RESOURCES

Catano, V., Wiesner, W., Hacket, R., & Roulin, N. (2021). *Recruitment and selection in Canada* (8th ed.). Top Hat.
ISBN: 9781774945988 ebook

Additional learning resources may be found in the Course Offering Information or in Brightspace.

ADDITIONAL INFORMATION

Additional information may be found in the Course Offering Information or in Brightspace.

ACADEMIC ACCOMMODATIONS

Learners with a disability (learning, physical, and/or mental health) may qualify for academic and exam accommodations. For more information, or to apply for accommodations, learners should make an appointment with Accessibility Services in the Learner Success Services (LSS) Department. Accessibility Services can also assist learners who may be struggling with learning but do not have a formal diagnosis. To make an appointment visit LSS on the first floor of the south campus or call 403-410-1440. It is the learner's responsibility to contact Accessibility Services and request academic accommodations. For more information, please visit our website at <http://www.bowvalleycollege.ca/accessibility>.

INSTITUTIONAL POLICIES

Bow Valley College is committed to the highest standards of academic integrity and honesty. Learners are urged to become familiar with and uphold the following policies: Academic Integrity (500-1-7), Learner Code of Conduct, Procedures and Guidelines (500-1-1), Learner Appeals (500-1-12), Attendance (500-1-10), Grading (500-1-6), Academic Continuance and Graduation (500-1-5), and Electronic Communications (300-2-13). Audio or video recording of lectures, labs, seminars, or any other teaching and learning environment by learners is allowed only with consent of the instructor as part of an approved accommodation plan. Recorded material is to be used solely for personal study and is not being used or distributed without prior written consent from the instructor.

Turnitin:

Students may be required to submit their course work to Turnitin, a third-party service provider engaged by BVC. Turnitin identifies plagiarism by checking databases of electronic books and articles, archived webpages, and previously submitted student papers. Students acknowledge that any course work or essays submitted to Turnitin will be included as source documents in the Turnitin.com reference database, where it will be used solely to detect plagiarism. The terms that apply to a student's use of Turnitin are described on Turnitin.com.

Online Exam Proctoring:

Examinations for this course may require proctoring through an online proctoring service. Online proctoring enables online exam taking within a controlled and monitored environment, thereby enhancing academic integrity. Online proctoring may occur through a variety of methods, including but not limited to:

- a. live online proctoring where a remote invigilator authenticates identity and observes completion of an exam using specialized software and recordings;
- b. automated proctoring where the exam session is recorded and AI (artificial intelligence) analyzed;

- c. browser lockdown that limits access to other applications, websites, copying, printing, screen capture and other functions; or
- d. a combination of both live/automated proctoring and browser lockdown.

Course instructors will review recordings, analyses, and data obtained through online proctoring for academic integrity infractions. It is the student's responsibility to meet the technical, software, location, and identity verification requirements necessary to enable online proctoring.

Further details of these policies are available in the Academic Calendar and on the Bow Valley College website, bowvalleycollege.ca.

Learners are encouraged to keep a copy of this course outline for future reference.

Collection of Personal Information:

This course, including your image and voice, may be recorded and made available to you and other students taking the course section. By attending the class(es) online or in person, you consent to the collection of your personal information. If you do not wish to be recorded, please contact your instructor before starting the course/class to discuss alternative arrangements.

You may use the recordings only for educational purposes and you must not copy, share, or use the recordings for any other purpose without the instructor's express permission.

Your personal information is collected in accordance with section 33(c) of the Freedom of Information and Protection of Privacy Act (Alberta) to deliver academic programming, support learner flexibility, promote universal design for learning principles, and for purposes consistent with the course activities and outcomes. If you have any questions about the collection, disclosure, use, or protection of this information, please contact the College's Access and Privacy Officer at foip@bowvalleycollege.ca.