

Pre-Approved Course List: Post-Secondaries in Alberta

CPHR Alberta has compiled a list of courses from post-secondary institutions across Alberta that are equivalent to the CPHR Canada required courses. The list of post-secondaries and what was reviewed at each institution can be found in the table below. You can use this list of pre-approved courses to self-assess and to make decisions about which courses to take where.

Post-Secondary	What Has Been Reviewed and Pre-Approved for Coursework?
Ambrose University	Bachelor of Business Administration in HR; additional HR-related courses
Athabasca University	Bachelor of Management or Commerce in Human Resources Management; Bachelor of HR and Labour Relations; additional HR-related courses
Bow Valley College (BVC)	Human Resources Diploma Program; HRM certificate and continuing education HR-related courses
Concordia University of Edmonton	Bachelor of Management and additional HR-related courses
MacEwan University	Bachelor of Commerce in HRM; Diploma in HRM; additional HR-related courses
Mount Royal University (MRU)	Bachelor of Business Administration in HRM; HRM certificate and continuing education HR-related courses
NorQuest College	Business Administration Diploma in HR; additional HR-related courses
Northern Alberta Institute of Technology (NAIT)	Bachelor of Business Administration in HRM; continuing education department HR-related courses
Red Deer College (RDC)	Graduate Certificate in Human Resources Management; additional HR-related courses
Southern Alberta Institute of Technology (SAIT)	Bachelor of Business Administration in HRM; continuing education HR-related courses
University of Alberta (U of A)	Bachelor of Commerce in HRM; HRM certificate and continuing education HR-related courses
University of Calgary (U of C)	Organizational Behaviour and Human Resources; HR Programs and continuing education HR related-courses
University of Lethbridge (U of L)	Bachelor of Management in Human Resources and Labour Relations; additional HR-related courses

Please note: courses not included in this document may still be eligible to be credited, and this would be determined upon a coursework assessment.

ACCOUNTING & FINANCIAL MANAGEMENT

Post-Secondary Institution	Course Code	Course Name
Ambrose University	ACC 200	Introduction to Financial Accounting
Athabasca University	ACCT 250	Accounting for Managers
Athabasca University	ACCT 253	Introductory Financial Accounting
Bow Valley College (BVC)	ACCT 1101	Financial Accounting Principles I
Bow Valley College (BVC)	ACCT 9101	Financial Accounting - Introduction
Bow Valley College (BVC)	ACCT 9102	Financial Accounting - Intermediate
Bow Valley College (BVC)	ACCT 9103	Financial Accounting - Advanced
Concordia University of Edmonton	FIN 201A	Corporate Finance
Concordia University of Edmonton	FIN 325A	Corporate Finance II/Managerial Finance
Concordia University of Edmonton	ACCT 101A	Introductory Financial Accounting
MacEwan University	ACCT 311	Introductory Accounting
MacEwan University	ACCT 111	Financial Accounting I
Medicine Hat College	ACCT 320A	Financial Accounting Practices
Medicine Hat College	ACCT 321A	Managerial Accounting
Medicine Hat College	ACCT 215A	Introduction to Financial Accounting
Mount Royal University (MRU)	FNCE 3227	Introduction to Finance
Mount Royal University (MRU)	XACC 10100	Financial Accounting Fundamentals
Mount Royal University (MRU)	ACCT 2121	Financial Accounting Concepts
NorQuest College	BUSD1004	Introduction to Accounting
NorQuest College	BUSD1006	Principles of Accounting
Northern Alberta Institute of Technology (NAIT)	ACCT 3430	Financial Management
Northern Alberta Institute of Technology (NAIT)	FNCE 1125	Introduction to Finance
Northern Alberta Institute of Technology (NAIT)	ACCT 1117	Introductory Managerial Accounting
Red Deer College (RDC)	HRM 545	Accounting & Finances for Human Resources Management
Southern Alberta Institute of Technology (SAIT)	ACCT 2010	Accounting for Managers
Southern Alberta Institute of Technology (SAIT)	BFIN 2301	Finance for Managers
Southern Alberta Institute of Technology (SAIT)	ACCT 1010	Introductory Financial Accounting I
Southern Alberta Institute of Technology (SAIT)	ACCT 215	Introductory Financial Accounting I
University of Alberta	ACCT 322	Introduction to Accounting for Management Decision Making
University of Alberta (U of A)	FIN 301	Introduction to Finance
University of Alberta (U of A)	ACCTG 311	Introduction to Accounting for Financial Performance
University of Calgary (U of C)	ACCT 217	Introductory Financial Accounting
University of Calgary (U of C)	FIN 317	Introduction to Finance
University of Calgary (U of C)	ACCT 323	Introductory Managerial Accounting
University of Calgary (U of C)	BMC 103	Business Finance
University of Calgary (U of C)	BMC 162	Accounting Fundamentals
University of Lethbridge (U of L)	MGT 2400	Management Accounting
University of Lethbridge (U of L)	MGT 2100	Introductory Accounting

HUMAN RESOURCES MANAGEMENT

Post-Secondary Institution	Course Code	Course Name
Ambrose University	BUS 330	Human Resources Management
Athabasca University	HRMT 331	Managing Human Resources: A Business Perspective
Athabasca University	HRMT 386	Introduction to Human Resource Management
Athabasca University	HRMT 502	Human Resources Management
Bow Valley College (BVC)	HRES2201	Introduction to Human Resources
Bow Valley College (BVC)	HRES9201	Human Resources Management
Concordia University of Edmonton	HRM 220A	Introduction to Human Resources Management
MacEwan University	HRMT 200	Managing Human Resources
Medicine Hat College	MGMT 243C	Human Resources Management
Mount Royal University (MRU)	XADM 10014	Human Resources Information Management (HRIM)
Mount Royal University (MRU)	HRES 2170	Introduction to Human Resources
Mount Royal University (MRU)	XMGD 20020	Human Resource Basics
NorQuest College	BUSD 1009	Human Resource Management I
NorQuest College	BUSD 2011	Human Resource Management II
Northern Alberta Institute of Technology (NAIT)	HRMT3410	Human Resource Management
Northern Alberta Institute of Technology (NAIT)	HRMT2226	Introduction to Human Resources
Northern Alberta Institute of Technology (NAIT)	EVMT720	Human Resource Management
Red Deer College (RDC)	HRM 505	Introduction to Human Resources Management
Southern Alberta Institute of Technology (SAIT)	MNGT 4040	Human Resource Management
Southern Alberta Institute of Technology (SAIT)	HRMT 2320	Human Resource Management
Southern Alberta Institute of Technology (SAIT)	HRMT 320	Human Resource Management
Southern Alberta Institute of Technology (SAIT)	CPMT 3040	Human Resource Management
Southern Alberta Institute of Technology (SAIT)	HRMT 401	Applied Human Resources
University of Alberta (U of A)	EXMGT 5596	Human Resources Foundations
University of Alberta (U of A)	EXMGT 5601	Advanced Human Resources Management
University of Alberta (U of A)	SMO 311	HRM: Managing the Workforce in Canada
University of Calgary (U of C)	BMC 165	Human Resources Management
University of Lethbridge (U of L)	MGT 3050	Introduction to Human Resources Management

INDUSTRIAL RELATIONS

Post-Secondary Institution	Course Code	Course Name
Ambrose University	BUS 433	Employee & Labour Relations
Athabasca University	IDRL 215	Introduction to Labour Relations
Athabasca University	IDRL 316	The Practice of Labour Relations
Athabasca University	SOCI 321	The Sociology of Work and Industry
Bow Valley College (BVC)	HRES2302	Labour Relations
Concordia University of Edmonton	HRM 326A	Employee and Labour Relations
Concordia University of Edmonton	HRM 424	Comparative Industrial Relations
MacEwan University	HRMT 412	Labour and Employee Relations
MacEwan University	HRMT 151	Employee and Labour Relations
Mount Royal University (MRU)	XADM 10004	Labour Relations
Mount Royal University (MRU)	HRES 4273	Labour Relations
NorQuest College	BUSD 2012	Employee & Labour Relations
Northern Alberta Institute of Technology (NAIT)	HRMT2349	Labour Relations
Red Deer College (RDC)	HRM 535	Employee & Labour Relations
Southern Alberta Institute of Technology (SAIT)	HRMT 4010	Labour Relations
University of Alberta (U of A)	EXMGT 5599	Labour and Employee Relations
University of Alberta (U of A)	SMO 412	Effective Negotiations
University of Calgary (U of C)	OBHR 405	Labour Relations
University of Calgary (U of C)	BMC 156	Labour Relations
University of Lethbridge (U of L)	MGT 3310	Collective Labour Relations
University of Lethbridge (U of L)	MGT 4305	Canadian Labour & Employment Law

ORGANIZATIONAL BEHAVIOUR		
Post-Secondary Institution	Course Code	Course Name
Ambrose University	BUS 250	Organizational Behaviour
Athabasca University	ORGB 364	Organizational Behaviour
Athabasca University	ORGB 326	Organizational Behaviour
Bow Valley College (BVC)	HRES1101	Organizational Behaviour
Bow Valley College (BVC)	HRES9101	Organizational Development
Concordia University of Edmonton	LDR 410A	Organizational Analysis and Design
Concordia University of Edmonton	LDR 320A	Organization Leadership
Concordia University of Edmonton	BUS 120B	Organizational Behaviour
MacEwan University	ORGA 233	Organizational Effectiveness & Change
MacEwan University	MGMT 122	Organizational Behaviour
MacEwan University	ORGA 316	Contemporary Organizational Behaviour & Theory
Medicine Hat College	MGMT 236B	Organizational Behaviour
Mount Royal University (MRU)	MGMT 3276	Organizational Behaviour
NorQuest College	BUSD1380	Organizational Behaviour I
Northern Alberta Institute of Technology (NAIT)	ORGB3310	Organizational Psychology
Northern Alberta Institute of Technology (NAIT)	ORGB1135	Organizational Behaviour
Northern Alberta Institute of Technology (NAIT)	ORGB 1500	Organizational Behaviour for Media and IT
Northern Alberta Institute of Technology (NAIT)	ORGB 2001	Advanced Organizational Behaviour for Digital Media and IT
Red Deer College (RDC)	HRM 530	Organizational Behaviour
Southern Alberta Institute of Technology (SAIT)	MNGT 2250	Organizational Behaviour
Southern Alberta Institute of Technology (SAIT)	MNGT 250	Organizational Behaviour
University of Alberta (U of A)	EXMGT 5587	Organizational Behaviour
University of Alberta (U of A)	SMO 322	Theory of Organizational Behaviour
University of Calgary (U of C)	OBHR 317	Organizational Behaviour
University of Calgary (U of C)	BMC 172	Human Behaviour in Organizations
University of Lethbridge (U of L)	MGT 2030	Introduction to Organizational Behaviour
University of Lethbridge (U of L)	MGT 4310	Advanced Organizational Behaviour

OCCUPATIONAL HEALTH & SAFETY		
Post-Secondary Institution	Course Code	Course Name
Athabasca University	IDRL 308	Occupational Health and Safety
Bow Valley College (BVC)	HRES2303	Occupational Health & Safety
MacEwan University	HRMT 315	Health, Safety and Wellness
MacEwan University	HRMT 475	Health, Safety and Wellness
MacEwan University	HRMT 275	Workplace Health & Safety
Mount Royal University (MRU)	XADM 10006	Workplace Health & Safety
Northern Alberta Institute of Technology (NAIT)	OHSC4100	Health, Safety, and Loss Management
Northern Alberta Institute of Technology (NAIT)	OHSC3370	Occupational Health and Safety
Red Deer College (RDC)	HRM 540	Occupational Health & Safety in the Workplace
Southern Alberta Institute of Technology (SAIT)	HRMT 3010	Health, Safety and Wellness
University of Alberta (U of A)	EXOS 4620	Introduction to Health and Safety Systems
University of Calgary (U of C)	BMC 104	Health and Safety Management Systems: The Basics
University of Lethbridge (U of L)	MGT 3305	Managing Employee Health & Safety

RECRUITMENT & SELECTION		
Post-Secondary Institution	Course Code	Course Name
Ambrose University	BUS 432	Recruitment and Selection
Athabasca University	HRMT 301	Recruitment and Selection
Bow Valley College (BVC)	HRES2202	Recruitment and Selection
Bow Valley College (BVC)	HRES9202	Talent Acquisition
Concordia University of Edmonton	HRM 321A	Staffing and Recruitment
MacEwan University	HRMT 214	Recruitment and Selection
MacEwan University	HRMT 314	Recruitment and Selection
MacEwan University	HRMT 145	Staffing
Mount Royal University (MRU)	HRES 3274	Recruitment and Selection
Mount Royal University (MRU)	XADM 10001	Organizational Effectiveness
NorQuest College	BUSD 2007	Recruitment and Selection
Northern Alberta Institute of Technology (NAIT)	HRMT2237	Recruitment and Selection
Northern Alberta Institute of Technology (NAIT)	BFND575	Recruitment and Selection
Red Deer College (RDC)	HRM 515	Recruitment and Selection
Southern Alberta Institute of Technology (SAIT)	HRMT 300	Talent Management I: Recruitment and Selection
Southern Alberta Institute of Technology (SAIT)	HRMT 2300	Talent Management I: Recruitment and Selection
University of Alberta (U of A)	SMO 415	Staffing
University of Alberta (U of A)	EXMGT 5602	Recruitment and Selection
University of Calgary (U of C)	OBHR 409	Talent Management
University of Calgary (U of C)	BMC 178	Recruitment and Selection
University of Lethbridge (U of L)	MGT 4350	Staffing

Strategic Compensation		
Post-Secondary Institution	Course Code	Course Name
Athabasca University	HRMT 326	Compensation Strategies and Practices
Athabasca University	ORGB 319	Motivation and Productivity
Bow Valley College (BVC)	HRES 2203	Compensation and Benefits
Bow Valley College (BVC)	HRES 9203	Strategic Compensation
Concordia University of Edmonton	HRM 420A	Compensation System Design and Implementation
MacEwan University	HRMT 231	Employee Benefits
MacEwan University	HRMT 216	Total Compensation Management
MacEwan University	HRMT 316	Total Compensation Management
MacEwan University	HRMT 131	Compensation
Mount Royal University (MRU)	HRES 3275-001	Compensation and Benefits
Mount Royal University (MRU)	XADM 10005	Total Rewards
NorQuest College	BUSD 2014	Compensation Management
Northern Alberta Institute of Technology (NAIT)	HRMT3328	Compensation Management
Red Deer College (RDC)	HRM 525	Total Rewards
Southern Alberta Institute of Technology (SAIT)	HRMT 3020	Talent Management III: Total Rewards
University of Alberta (U of A)	SMO 416	Performance Management and Rewards
University of Alberta (U of A)	EXMGT 5605	Issues and Trends in Total Compensation
University of Calgary (U of C)	OBHR 413 (formerly OBHR 559.4)	Compensation and Performance Management
University of Calgary (U of C)	OBHR 413	Compensation and Performance Management
University of Calgary (U of C)	BMC 198	Compensation: Design and Practice
University of Lethbridge (U of L)	MGT 3312	Strategic Compensation

STRATEGIC HUMAN RESOURCES PLANNING

Post-Secondary Institution	Course Code	Course Name
Athabasca University	HRMT 441	Introduction to Strategic Human Resources Management
Athabasca University	HRMT 300	Human Resource Planning
Bow Valley College (BVC)	HRES2101	Change Management
Concordia University of Edmonton	MGT 417A	Principles of Strategic Management
Concordia University of Edmonton	HRM 480	Strategic Human Resource Management
MacEwan University	HRMT 295	Strategic Human Resource Management
MacEwan University	HRMT 450	Strategic Human Resource Management
Mount Royal University (MRU)	XADM 10024	HR Strategy: Leading Practices
Mount Royal University (MRU)	HRES 5101	Strategic Human Resources
Mount Royal University (MRU)	HRES 4275	Organization Development & Culture Calibration
Northern Alberta Institute of Technology (NAIT)	HRMT2285	Human Resources Issues and Strategies
Red Deer College (RDC)	HRM 510	Workforce Planning
Southern Alberta Institute of Technology (SAIT)	MNGT 4050	Strategic Management
University of Alberta (U of A)	SMO 433	Strategic Management and Organization
University of Alberta (U of A)	SMO 414	Workforce Planning
University of Alberta (U of A)	EXMGT 5597	Workforce Planning
University of Alberta (U of A)	EXMGT 5601	Advanced HR Management
University of Calgary (U of C)	BMC 393	Advanced Human Resource Professional Practice

TRAINING & DEVELOPMENT

Post-Secondary Institution	Course Code	Course Name
Ambrose University	BUS 431	Learning & Performance Management
Athabasca University	EDUC 317	Training and Development in Organizations
Bow Valley College (BVC)	HRES2401	Employee Learning and Development
Concordia University of Edmonton	HRM 327A	Organizational Learning, Training and Development
MacEwan University	HRMT 318	Learning and Development
MacEwan University	HRMT 160	Training and Development
Mount Royal University (MRU)	HRES 3277	Organizational Learning and Development
Mount Royal University (MRU)	XADM 10002	Organizational Learning and Development
NorQuest College	BUSD 2017	Training and Development
Northern Alberta Institute of Technology (NAIT)	HRMT4429	Training and Development
Northern Alberta Institute of Technology (NAIT)	BTTM 3140	Principles of Workplace Education
Red Deer College (RDC)	HRM 520	Organizational Learning and Development
Red Deer College (RDC)	HRM 555	Capstone
Southern Alberta Institute of Technology (SAIT)	HRMT 2360	Talent Management II: Training and Development
Southern Alberta Institute of Technology (SAIT)	HRMT 360	Talent Management II: Training and Development
University of Alberta (U of A)	EXMGT 5603	Managing Performance Through Training and Development
University of Calgary (U of C)	OBHR 411 (formerly OBHR 559.3)	Training and Development
University of Calgary (U of C)	OBHR 411	Training and Development
University of Calgary (U of C)	BMC 354	Employee Development and Training
University of Lethbridge (U of L)	MGT 4355	Training and Development