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DEPARTMENT OF CAREER AND PROFESSIONAL DEVELOPMENT

WINTER 2017 TIMETABLE FOR UNDERGRADUATE CERTIFICATE PROGRAMS

This timetable is available at <http://www.mcgill.ca/continuingstudies/schedule> and is subject to change. **Please consult this website before going to class for the most up-to-date information.** For complete information on the School's policies and procedures, please refer to the 2016/2017 calendar available on the web at <http://www.mcgill.ca/continuingstudies>

Cet horaire est disponible au : <http://www.mcgill.ca/continuingstudies/fr/grille-horaire> et est sujet à des changements. **S'il vous plaît consulter le site avant de vous rendre à votre cours pour obtenir les tout derniers renseignements.** Pour de plus amples informations sur nos politiques et procédures, veuillez consulter l'annuaire 2016/2017 au : <http://www.mcgill.ca/continuingstudies/fr>

IMPORTANT DATES – WINTER 2017

January 4: Courses begin. Deadline to transfer or cancel a course with full refund. Course deleted from record.

January 17: Deadline to transfer or cancel a course with refund **LESS \$20**. Course deleted from record.

January 24: Deadline to apply for a refund **LESS \$20**. Withdrawal grade of "W" will appear on record; not included in GPA.

March 7: Deadline to withdraw from Winter Courses. **NO REFUND**. Grade of "W"; not included in GPA.

After 7 March: **NO refund, NO withdrawals.** Unexcused Absence "**J**" (failed); the student is registered for a course but does not write the final examination and/or do required work; calculated as a failure in the GPA and CGPA.

NOTE: Ceasing to attend class, notifying the instructor and telephone calls to the University's administrative offices does not constitute official withdrawal from courses. Official administrative procedures must be followed to avoid a grade of "**J**" (absent/failed) being placed on a student's transcript. Students are responsible (academically and financially), for all courses in which they have registered unless they officially withdraw in person, on MINERVA, or by registered mail by the deadline dates specified by the School of Continuing Studies.

STUDY BREAK: Monday, February 27 – Sunday, March 5, 2017
(no classes will be held during this week)

FINAL EXAM PERIOD: Thursday, April 13 – Friday, April 28, 2017

DATES IMPORTANTES – HIVER 2017

4 janvier : Les cours débuteront.
Date limite de changement ou abandon de cours avec remboursement complet.

17 janvier : Date limite de transfert de cours ou remboursement. Frais de 20\$ par abandon.
Cours supprimé du dossier.

24 janvier : Date limite de remboursement avec frais de 20\$.
Note "W" (**AUCUN CHANGEMENT DE COURS.**)

7 mars: Date limite d'abandon de cours de la session d'hiver.
AUCUN REMBOURSEMENT.
Note de "W" ; exclu de la moyenne des notes pondérées.

Après le 7 mars: **Aucun remboursement, aucun abandon de cours.** Note finale "**J**" (échec).
Absence non justifiée (échec) : L'étudiant inscrit ne s'est pas présenter à l'examen ou n'a pas réalisé d'autres travaux essentiels, sans fournir de raisons valables ; correspond à un échec dans la moyenne des notes pondérées et la moyenne cumulative des notes pondérés.

NOTE : Le fait de ne plus assister à un cour, d'en aviser le professeur et de communiquer par téléphone avec les bureaux administratifs de L'Université ne constitue pas un abandon officiel du cours. Il faut suivre les procédures administratives officielles pour éviter d'avoir la note J (absent/échec) inscrite sur le relevé de note d'un étudiant. Les étudiants sont responsables (au niveau scolaire et financier) pour tous les cours auxquels ils sont inscrits à moins qu'ils n'aient abandonné officiellement le cours en personne, sur le site MINERVA ou par courrier recommandé avant la date limite précisée par l'École d'éducation permanente.

Congé de mi- trimestre : lundi, le 27 février au dimanche, le 5 mars, 2017
(aucune classe durant cette semaine)

SESSION D'EXAMEN FINAL: jeudi, le 13 avril au vendredi, le 28 avril, 2017

N.B.: VACATION PLANS DO NOT CONSTITUTE VALID GROUNDS FOR THE DEFERRAL OR RE-SCHEDULING OF FINAL EXAMINATIONS

N.B.: LES PROJETS DE VACANCES NE CONSTITUENT PAS UN MOTIF VALABLE DE REPORT D'EXAMEN

Winter Session									
Course No.	Sec.	CRN	Course Title	Pre-req	Day	Time	Bldg/Room	Lecturer(s)	Texts (*Required / ~Optional)
ACCT 351	781	4581	Intermediate Financial Accounting 1	MGCR 211	THU	18:05-20:55		G. La Rocca	*Kin Lo, George Fisher, Intermediate Accounting Volume 1, 2nd Ed., Pearson.
ACCT 352	781	4582	Intermediate Financial Accounting 2	ACCT 351 and MGCR 341 or Departmental Approval.	THU	18:05-20:55		R. Cecere	
ACCT 354	761	11746	Financial Statement Analysis	MGCR 211 and MGCR 341	TUE	18:05-20:55		TBA	International Financial Statement Analysis, 3rd Edition Thomas R. Robinson, Elaine Henry, Wendy L. Pirie, Michael A. Broihahn, Anthony T. Cope (Foreword by) ISBN: 978-1-118-99947-9 1072 pages January 2015, ©2015
ACCT 361	761	12297	Management Accounting	MGCR 211	TUE	18:05-20:55		B. Toufighi	*Horngren, Data, Foster, Rajan, Cost Accounting: A Managerial Emphasis, 7th Ed., 9780133138443, Pearson.
ACCT 362	761	14136	Cost Accounting	ACCT 361	TUE	18:05-20:55		D. Lapointe	*Horngren, Datar, Rajan, Beaubien, Graham, Cost Accounting: A Managerial Emphasis, 7th Ed., 978-0-13-313844-3, Pearson.
ACCT 385	751	4201	Principles of Taxation	MGCR 211	MON	18:05-20:55		J. Triassi	*Federal Income Tax Act Annotated, 13th Ed. & Stude, Federal Income Tax Act, 13 Ed. Student Ed., Cica. *Clarence Byrd And Ida Chen, Byrd & Chen's Canadian Tax Principles, 2015 - 2016 Edition, 978-0-13-422959, 2016 Pearson Canada.
ACCT 453	771	4202	Advanced Financial Accounting	ACCT 352	WED	18:05-20:55		J. Wilson	
ACCT 463	761	14142	Management Control	ACCT 361	TUE	18:05-20:55		R. Hindo	*Kenneth A. Merchant And Wim A. Van Der Stede, Management Control Systems, Performance Measurement, Evaluation And Incentives, 3rd Ed., 9780273737612, Prentice Hall.
ACCT 475	751	14138	Principles of Auditing	ACCT 352	MON	18:05-20:55		R. Cecere	*Moroney, Campbell, Auditing: A Practical Approach, 2nd Cdn. Ed., 9781119089018, Wiley.
ACCT 486	741	16764	Business Taxation 2	ACCT 385 or ACCT 412	SAT	9:00-12:00		J. Triassi	*Byrd And Chen, Canadian Tax Principles 2015-2016, 2015-2016, Pearson. ~K.a Siobhan Monaghan, Taxation Of Corporate Reorganizations, 2nd, Carswell. ~G. Boehmer, F. Gall, J. Hutchison, Federal Income Tax Act , 12th Ed., Ernst And Young.
BUSA 364	771	1979	Business Law 1		WED	18:05-20:55		R. Cox	TBA
CACC 220	781	16815	Accounting Concepts for Managers	CMSC 000	THU/SAT	Please See Notes		D. Giaccari	*Pearson Custom Resources, Accounting For Today's Managers And Entrepreneurs, 1st Cdn. Ed., 1-323-34079-3, Pearson Canada.
CACC 520	781	2058	Accounting for Management	Co-requisite: CMS2 500. Only for	THU	18:05-20:55		T. Cohen	*Braun, Tietz, Harrison, Accounting, 3rd

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Course No.	Sec.	CRN	Course Title	Pre-req	Day	Time	Bldg/Room	Lecturer(s)	Texts (*Required / ~Optional)
				students in Cert. in Logistics Mgmt, Cert. in Health & Social Services Mgmt and all graduate students.					Custom Edition, 9781269981330, Pearson Canada.
CCCS 300	781	2035	Programming Techniques 1	Co-requisite: MGCR 331 and CMSC 101	THU	18:05-20:55		M. Havas	*Y. Daniel Liang, Introduction To Java Programming, Comprehensive Version, 10th Ed., 9780132472753, Prentice Hall.
CCCS 301	751	2036	Programming Techniques 2	CCCS 300	MON	18:05-20:55		G. Prokopski	*Liang, Introduction To Java Programming, Comprehensive Version, 9th Ed., 978-0132936521, Pearson.
CCCS 310	781	5128	Web Development	CCCS 300	THU	18:05-20:55		J. Vybihal	*Glenn Johnson, Training Guide: Programming In Html5 With Javascript And Css3, First Edition, 978-0735674387, Microsoft Press 2013. ~Jon Duckett , Web Design With Html, Css, Javascript And Jquery Set, First Edition, 978-1-119-03863-4, John Wiley & Sons, Inc. ~Jennifer Niederst Robbins, Learning Web Design, 4th Ed., 978-1449319274, Oa€™reilly Media, Inc.
CCCS 315	761	4209	Data Structures & Algorithms	CCCS 300	TUE	18:05-20:55		H. Lau	*Goodrich, Tamassia, Goldwasser, Data Structures And Algorithms In Java, 6th Ed., 978 1118 77133 , John Wiley & Sons.
CCCS 431	771	4210	Networking Fundamentals	CCCS 321	WED	18:05-20:55		J. Remillieux	TBA
CCOM 205	751		Communication in Management 1 McGill Writing Centre Course		MON	18:05-20:55		TBA	TBA
CCOM 205	751	9402	Communication in Management 1 McGill Writing Centre Course		MON	18:05-20:55		TBA	Same as above
CEC2 532	751	2941	Business Economics	Restricted to students in the Certificates in Finance and Risk Management or other CPD Graduate programs.	MON	18:05-20:55		K. Matziorinis	TBA
CEC2 532	761	2039	Business Economics	Restricted to students in the Certificates in Finance and Risk Management or other CPD Graduate programs.	TUE	18:05-20:55		K. Matziorinis	Same as above
CENT 305	780	16816	Sales and Negotiations		THU/SAT	Please see notes.		TBA	TBA
CENT 306	780	16817	Launching a New Business		THU/SAT	Please see notes		TBA	TBA
CENT 309	780	16819	Business Growth Strategies and Issues		THU/SAT	Please See Notes		G. Whittaker	TBA
CFIN 300	751	12302	Fundamentals of Financial Markets and Institutions		MON	18:05-20:55		TBA	*F. Mishkin & S. Eakins, Financial Markets And Institutions, 8th Ed., Prentice Hall.
CFIN 310	771	16734	Short-Term Financial Management	MGCR 211	WED	18:05-20:55		M. Abda	*Rajiv Rajendra, The Handbook Of Global Corporate Treasury, April 2013, 978-1-118-12283-9, Wiley. ~Zietlow, Hill, Maness, Short Term Financial

Winter Session									
Course No.	Sec.	CRN	Course Title	Pre-req	Day	Time	Bldg/Room	Lecturer(s)	Texts (*Required / ~Optional)
									Management (perfect Bound), 4th Ed., 978-1-62661-149-8, Cognella Academic Publishing.
CFIN 403	741	13824	Mergers and Acquisitions	MGCR 211 and MGCR 341	SAT	18:05-20:55		TBA	*Petitt, Valuation For M&a, 2nd Ed., 978-0-13-337267-0, Pearson.
CFIN 421	781	16771	Asset Liability Management	MGCR 211	THU	18:05-20:55		A. Addas	*Crouhy, Galai, Mark, Essentials Of Risk Management, 2nd Ed., 9780071818513, Mcgraw Hill.
CGMG 210	751	11572	Fundamentals of Project Management	Restriction: Open to students currently in a program. Not open to Special Students.	MON	18:05-20:55		A. Chasse	*Project Management Institute, A Guide To The Project Management Body Of Knowledge, 5th Ed., 978-1-933890-51, Project Management Institute.
CGMG 282	741	16763	Introduction to Business		SAT	09:00 - 12:00		G. Dracopoulos	*Ebert, Griffin, Starke & Dracopulos, Business Essentials, 7th Ed., 9780133581973, Pearson Canada.
CHLC 351	781	13438	Foundations of Health and Social Services Systems		THU	18:05-20:55		B. Robinson	*Rosalie Chappell, Social Welfare In Canadian Society, 5th Ed., 978-0-17-651543-0, Nelson. *Valerie Thompson, Health Care Systems, 5th Ed., 978-1-897422-07, Elsevier.
CHLC 401	751	2026	Evaluation of Health & Social Services	CHLC 351	MON	18:05-20:55		Y. Levesque	*Patricia A. Gabow & Philip L. Goodman, The Lean Prescription, 1st Ed., 9781482246384, Crc Press. ~John Black & David Miller, The Toyota Way To Healthcare Excellence, Increase Efficiency And Improve Quality With Lean, 1st, 9781567932935, Health Administration Press. ~Graban, Mark, Lean Hospitals, 2nd Ed., 9781439870433, Crc Press.
CHLC 415	761	13440	Foundations of Legal & Ethical Aspects	Co-requisite: CHLC 351	TUE	18:05-20:55		H. Guay	TBA
CMRK 200	761	13429	Fundamentals of Marketing		TUE	18:05-20:55		M. Dellar	*Kotler,armstrong,trifts,cunningham, Principles Of Marketing, 9th Cdn. Ed., 978-0-13-260501-4, Pearson.
CMRK 225	771	13433	Marketing Statistics and Research	Co-requisite: CMRK 200	WED	18:05-20:55		S. Letovsky	*Burns, Bush & Nash, Basic Marketing Research, Cdn. Ed., 978-0-13-506384-2, Pearson Canada.
CMRK 320	771	14921	Principles of Consumer Behaviour	CMRK 200 and CMRK 225	WED	18:05-20:55		TBA	TBA
CMRK 321	761	14922	Integrated Marketing Communications	CMRK 200 and CMRK 225	TUE	18:05-20:55		C. Royce	*Belch, Belch, Guolla, Advertising & Promotion, 5th Cdn. Ed., 978-0-07-089130-2, Mcgraw Hill.
CMRK 322	751	16738	Basics of Service Marketing	CMRK 200 and CMRK 225	MON	18:05-20:55		S. Letovsky	*Wirtz, Chew, Lovelock, Essentials Of Services Marketing, 2nd Edition, 978-981-06-8618-5, Pearson.

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Course No.	Sec.	CRN	Course Title	Pre-req	Day	Time	Bldg/Room	Lecturer(s)	Texts (*Required / ~Optional)
CMRK 325	781	16740	Global Marketing	CMRK 200 and CMRK 225	THU	18:05-20:55		M. Dellar	TBA
CMSC 000	741	15521	Foundations of Mathematics		SAT	09:00-12:00		G. Brown	TBA
CMSC 000	781	2065	Foundations of Mathematics		THU	18:05-20:55		P. Chouha	*Arranged By H. Lau, Foundations Of Mathematics, Custom Edition, 978-0-17-666373-5, Nelson.
CMSC 101	761	6454	Math Tools for Mgmt Profess'ls	CMSC 000 or Exemption by Examination with a passing grade of B-.	TUE	18:05-20:55		P. Chouha	*Stewart/lau, College Algebra & Functions With Student Solutions Manual, Custom Edition, 0176538895, Nelson Education Ltd.
CMSC 101	762	2031	Math Tools for Mgmt Profess'ls ONLINE COURSE.	CMSC 000 or the Exemption by Examination test with a passing grade of B-.	TUE	18:05-20:55		P. Chouha	Same as above
CPDV 302	781	11763	Risk Control	CPDV 301	THU	18:05-20:55		R. Cross	TBA
CPDV 303	751	16762	Risk Financing	CPDV 301	MON	18:05-20:55		M. Turcotte I. Abou-Haidar	*Michael W. Elliot, Risk Financing, 6th Ed., 978-0-89463-620, Insurance Institute Of America.
CPRL 214	761	12379	Applied Public Relations Methods 1	Co-requisite: CPRL 223	TUE	18:05-20:55		R. Andrews	~Editor: Patti Tasko., Canadian Press Style Guide, 17th Ed., Canadian Press.
CPRL 221	741	13423	Professional Communication and Networking		SAT	09:00-12:00		Y. Callaway	*Guffey,loewy, Rhodes, Rogin, Business Communication: Process & Product, 4th Brief Cdn. Ed., 0176503587, Nelson.
CPRL 223	751	4212	Basics of Public Relations		MON	18:05-20:55		A. Durocher	*Effective Public Relations, Broom, G.m., 11th Ed., 0132669153, Pearson.
CPRL 224	761	2029	Applied Public Relations Methods	(CPRL 214 or CCOM 207 or EDEC 207) and CPRL 223	TUE	18:05-20:55		L. Fortier C. Van Der Meer	*Gerald Graff, Cathy Birkenstein, They Say, I Say, 3rd Ed., 978-0-393-93584-4, Norton. ~Patti Tasko, Ed., The Canadian Press Stylebook, 12th Ed. +, Canadian Press.
CPRL 225	781	10619	Social and Traditional Media Relations	Co-requisites: (CPRL 214 or CCOM 207 or EDEC 207) and CPRL 223	THU	18:05-20:55		A. Durocher	TBA
CPRL 226	751	16753	Corporate Communications	(CPRL 214 or CCOM 207 or EDEC 207) and CPRL 223	MON	18:05-20:55		V. Pickering	*James S. O'rouke, Management Communication, 5th Ed., 978-0132671408, Pearson.
CPRL 321	771	16754	PR Issues Management	(CPRL 214 or CCOM 207 or EDEC 207) and CPRL 223	WED	18:05-20:55		H. Gibbs C. Van Der Meer	*W. Timothy Coombs, Ongoing Crisis Communications, 4th Ed., 9781412949927, Sage Publications Inc. ~Mark E Affleck, Radarscan Issues Management, 1st Ed., Issue Action Publications Inc.
CPRL 322	761	16770	Cases in Public Relations	CPRL 224, CPRL 225 and (CPRL 226 or CPRL 227) and CPRL 321 or contact Department for registration approval.	TUE	18:05-20:55		TBA	* Bobbit, R. & Sullivan, R., Developing the Public Relations Campaign: A Team-Based Approach, ISBN: 0205359248, Allyn & Bacon.
CTPT 200	751	16768	Introduction to Supply Chain Management		MON	18:05-20:55		M. Talla	TBA

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Course No.	Sec.	CRN	Course Title	Pre-req	Day	Time	Bldg/Room	Lecturer(s)	Texts (*Required / ~Optional)
CTPT 201	771	15368	Sourcing		WED	18:05-20:55		D. Mejean	*Baily, Farmer, Crocker, Jessop, Procurement Principles And Management, 11th Edition, 1292016019, Prentice Hall. ~Fred Sollish, John Semanik , The Procurement And Supply Manager's Desk Reference, Second Edition, 978-1-118-13009-4, Wiley.
CTPT 207	761	16769	Transportation Law & Policy	CTPT 206	TUE	18:05-20:55		Z. Kaufman	TBA
CTPT 310	781	12382	Prod. and Inventory Planning & Control II	CTPT 202	THU	18:05-20:55		Y. Kahyaoglu	*Arnold, Chapman, Clive, Introduction To Materials Management, 7th Ed., 0131376705, Prentice Hall.
ECON 295	761	14981	Macroeconomic Policy	Co-requisite: MGCR 293	TUE	18:05-20:55		TBA	*Ragan, Macroeconomics Textbook With Myeconlab & Study Guide , 14th Ed., 0133518574, Pearson.
FINE 342	781	16761	Finance 2	MGCR 341	THU	18:05-20:55		G. Gregoriou	*Ross, Westerfield, Jordan, Fundamentals Of Corporate Finance, 8th Cdn. Ed., 978-0071051606, McGraw Hill.
FINE 482	751	16760	International Finance 1	MGCR 341	MON	18:05-20:55		R. Jassim	*Alan Shapiro, Multinational Financial Management, 10th Ed, Wiley 2014.
INDR 294	751	1993	Introduction to Labour-Management Relations		MON	18:05-20:55		TBA	*Fiona Mcquarrie, Industrial Relations In Canada, 2nd Ed., Wiley.
MGCR 211	761	11773	Introduction to Financial Accounting		TUE	18:05-20:55		E. Bierbrier	
MGCR 211	771	2189	Introduction to Financial Accounting		WED	18:05-20:55		TBA	*Kimmel, Weygandt, Kieso, Trenholm, Irvine, Financial Accounting, 6th Cdn. Ed., 978-1-118-64494-2, Wiley.
MGCR 222	741	1997	Intro. to Organizational Behaviour		SAT	09:00-12:00		N. Sylvain	*Langton, N., Robbins A.p., And Judge T. A. , Organizational Behaviour. Concepts, Controversies, Applications., 7th Cdn Ed., 978-0-13-359178-1, Pearson 2016.
MGCR 222	761	1998	Intro. to Organizational Behaviour		TUE	18:05-20:55		C. Pitts	Same as above
MGCR 222	771	1999	Intro. to Organizational Behaviour		WED	18:05-20:55		N. Sylvain	*Langton, N., Robbins A.p., And Judge T. A. , Organizational Behaviour. Concepts, Controversies, Applications, Seventh Canadian Edition, 978-0-13-359178, Pearson 2016.
MGCR 273	771	2000	Introductory Management Statistics	CMSC 101 or Exemption by Examination	WED	18:05-20:55		G. Golovina	*Arranged By Hang Lau, Statistics For Managers : Using Microsoft Excel, Custom Edition, Pearson Learning Solutions.
MGCR 293	751	2002	Managerial Economics		MON	18:05-20:55		K. Salmasi	*Allen, Doherty, Weigelt, Managerial Economics , 8th Custom Ed., 978-0-393-90560-1, Norton.

**Winter
Session**

<i>Course No.</i>	<i>Sec.</i>	<i>CRN</i>	<i>Course Title</i>	<i>Pre-req</i>	<i>Day</i>	<i>Time</i>	<i>Bldg/Room</i>	<i>Lecturer(s)</i>	<i>Texts (*Required / ~Optional)</i>
									~Micheal Parkin And Robin Bade, Microeconomics: Canada In The Global Environment, 8th Ed., Pearson.
MGCR 293	752	15913	Managerial Economics ONLINE COURSE.		MON	18:05-20:55		K. Salmasi	Same as above
MGCR 331	751	2004	Information Systems	CMSC 101 or Exemption by Examination or Departmental Approval	MON	18:05-20:55		M. Havas	TBA
MGCR 341	761	16759	Finance I	MGCR 273 for SCS Students or MGCR 271 or Equivalent	TUE	18:05-20:55		D. Truong	*Ross, Westerfield Jordan And Roberts, Fundamentals Of Corporate Finance , 8th Cdn. Ed., 9781259066689, McGraw-hill.
MGCR 352	761	14146	Marketing Management 1		TUE	18:05-20:55		M. Dellar	*Kotler,armstrong,trifts,cunningham, Principles Of Marketing, 9th Cdn. Ed., 978-0- 13-260501-4, Pearson.
MGCR 423	751	16758	Strategic Management	Advanced Student (Minimum 5 required courses completed)	MON	18:05-20:55		J. Gradek	*Hitt, Ireland & Hoskisson, Strategic Management, Competiveness & Globalization, 11th Edition, 9781285425184, Cengage.
MGPO 450	781	14982	Ethics in Management	Advanced student	THU	18:05-20:55		D. Girard	TBA
ORGB 421	771	13432	Managing Organizational Change	MGCR 222	WED	18:05-20:55		E. Campbell	*Cummings & Worley, Organizational Development And Change, 10th Ed., 1133190456, Cengage Learning.
ORGB 423	781	1983	Human Resources Management	MGCR 222	THU	18:05-20:55		M. Daoud	*Belcourt,singh,bohlander, Snell, Managing Human Resources, 7th Ed., 0176571078, Nelson. ~Stewart, Belcourt, Fitzgerald, Snell, Essentials Of Managing Human Resources, 5th Cdn. Ed., 978-0-17-666078-9, Nelson.
ORGB 424	781	16757	Employment	ORGB 423	THU	18:05-20:55		C. Atallah	*Catano, Wiesner,hackett , Recruitment And Selection In Canada, 6th Ed., 0176570314, Nelson.
ORGB 426	761	1985	Human Resources Training & Development	ORGB 423	TUE	18:05-20:55		K. Diaz	*Alan M. Sacks; Robert R. Haccoun, Managing Performance Through Training And Developement, 6th Ed., 987-0-17- 650733-6, Nelson.
ORGB 525	751	1986	Compensation Management	ORGB 423	MON	18:05-20:55		R. Susel	*Richard J. Long, Strategic Compensation In Canada, 5th Ed., Nelson.