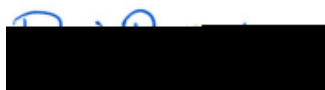


Business Administration

Course Number:	BUAD 375
Course Title:	STRATEGIC HUMAN RESOURCE PLANNING
Credits:	3
Calendar Description:	This course focuses on the strategic nature of human resource planning. Topics include forecasting employee demand and supply; evaluating the need, design and applications of Human Resource Information Systems (HRIS); identifying changes to human resources functions; planned and unplanned change; and change management and innovation.
Semester and Year:	Fall 2022
Prerequisite(s):	BUAD 269, BUAD 340
Corequisite(s):	None
Prerequisite to:	None
Final Exam:	Yes
Hours per week:	3
Graduation Requirement:	Elective BBA, Human Resources Management option
Substitutable Courses:	None
Transfer Credit:	PMPC with BUAD 269
Special Notes:	Students who have credit for BUAD 270 cannot take BUAD 375 for further credit.
Development Date:	November 2012
Revision Date:	November 2013



Professors

Roger Wheeler	250-762-5445 #4226	Kelowna: C119	rwheeler@okanagan.bc.ca
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Learning Outcomes

Upon completion of this course students will be able to

- describe the competitive advantage of a strong alignment between human resources and business strategies.
- integrate human resource planning with the development of strategic business planning.
- evaluate the demand forecasting techniques and external and internal supply assessment methods.
- assess HRIS technologies for small, medium, and large organizations.
- evaluate the impact of major organizational strategies of mergers, outsourcing, and downsizing on human resource planning.
- develop human resource plans, policies, and programs in alignment with corporate strategy.

Course Objectives

This course will cover the following content:

See the Course Schedule

Evaluation Procedure

Team Component: Major Assignments	40%
Assignment 3: Full Case Report	20%
Assignment 4: Full Case Presentation	20%
Individual Component	60%
Preparation & Participation (includes minor assignments & quizzes)	10%
Midterm Exam*	20%
Final Exam*	30%
Total	100%

* Students must earn half of all available exam marks to receive a passing grade in the course.

Notes

<p>Case Analyses Each team is responsible for weekly case analyses, as well as one full case report, and one full case presentation (i.e. Assignments 3 & 4). Many cases used in this course are included in the required case package, available in the campus bookstore.</p>
<p>Performance Appraisal Peer evaluations are required for Assignments 3 and 4. These evaluations will be submitted together with the team's deliverables using the appraisal forms created in Assignment 2. Peer evaluation results _____ team deliverable in the range of 80% to 120% of the team mark. A student may be assigned 0% on a team deliverable if the _____ aluation), and the professor deems this necessary.</p>
<p>Assignment Policy All assignments must be submitted via the appropriate Moodle dropbox on or before the due date. Late submissions will receive a mark deduction penalty, as determined by the professor.</p>
<p>Preparation & Participation This course requires students to analyze cases prior to class and to <u>arrive prepared</u> to contribute meaningfully to in-class case analysis discussions. This mark is based on the completion of in-class and online exercises, and chapter quizzes.</p>

Required Texts/Resources

Belcourt, M., & McBey, K.J., Podolosky, M. (2019). <i>Strategic Human Resources Planning</i> (7th ed.). Toronto: Nelson Education.
A case package, under copyright and available from the Kelowna Campus Store, is mandatory for weekly in-class case analysis, and full case deliverables.

Course Schedule

Week	Date			
		Wednesday, Sept 7 - Classes Begin Friday, Sept 30 Statutory Holiday (no classes) Monday, October 10 Statutory Holiday (no classes) Friday, November 11 Statutory Holiday (no classes) Tuesday, December 6 Last Day of Regular Classes		
1	Sept 9	Introduction & Case Analysis Method Review Strategic Management Aligning HR with Strategy	Ch 1 Ch 2	
2	Sept 16	Job Analysis <i>Case/Movie: Moneyball</i>	5 th ed. material	
3	Sept 23	Environmental Influences on HRM Case: Ohlson Pumps Canada	Ch 3	Team analysis & appraisal forms
4	Sept 30	The HR Forecasting Process <i>Case: Blinds to Go</i>	Ch 4	
5	Oct 7	Determining HR Supply & Demand Case:		

