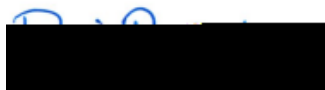


Business Administration

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
---------------	--------------------	---------------	----------------------------------------------------------------------

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%

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:		

