

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:	Winter 20 23
Prerequisite(s):	BUAD 269, BUAD 340
Corequisite(s):	None
Prerequisite to:	None
Final Exam:	

David Rubadeau

Professors

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Learning Outcomes

Upon completion of this course students will be able to

Evaluation Procedure

Team Component : Major Assignments	40%
Assignment 3: Full Case Report	20%
Assignment 4: Full Case Presentation	20%
Individual Component	60%

Course Schedule

Date		Topic	Text	Deliverables
		Monday January 9 th , First day of class Monday February 20 th , STAT Holiday (no classes) February 21 st thru 24 th , Study Break (no classes) Friday April 7 th , Monday April 10 th , STAT Holidays (no class) Friday April 14 th , Last day of class		
Week	Date			
1	Jan 12	Introduction & Case Analysis Method Review Strategic Management Aligning HR with Strategy	Ch 1 Ch 2	
2	Jan 19	Job Analysis <i>Case/Movie: Moneyball</i>	5 th ed. material	
3	Jan 26	Environmental Influences on HRM <i>Case: Ohlson Pumps Canada</i>	Ch 3	Team analysis & appraisal forms
4	Feb 2	The HR Forecasting Process <i>Case: Blinds to Go</i>	Ch 4	
5	Feb 9	Determining HR Supply & Demand <i>Case: The Future of Espoir Cafes</i>	Ch 5 Ch 6	
6	Feb 16	Succession Management <i>Case: Spar Applied Systems</i>	Ch 7	Assignment 3 Full case report
Feb 23		Family Day / Reading Week – no classes		
7	Mar 2	Mid-term Exam		Covers material from Week 1 thru Week 6
8	Mar 9	HR Assessment, Analytics & IT	Ch 8 Ch14	
9	Mar 16	Downsizing & Restructuring <i>Assignment 4 Workshop</i>	Ch 10	
10	Mar 23	Outsourcing <i>Case: Succession Planning: Surviving...</i>	Ch 13	Assignment 4 Full case presentations
11	Mar 30	Mergers & Acquisitions <i>Case: Deloitte & Touche: Integrating...</i>	Ch 12	Assignment 4 Full case presentations
12	Apr 6	International HR	Ch 11	
13	Apr 13	Exam review		
Apr	19 - 28	Final Exam Period		

SKILLS ACROSS THE BUSINESS CURRICULUM

The Okanagan School of Business promotes core skills across the curriculum. These skills