

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 2018**

Prerequisite(s): BUAD 269, BUAD 340

Professors

Name	Phone number	Office	Email
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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:

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Course Schedule

Date		Topic	Text	Deliverables
Week of:		Wednesday Jan 3 Classes Begin Monday Feb 12 Family Day – <i>no classes</i> Tuesday Feb 13 to Feb 16 Mid-semester Study Break – <i>no classes</i> Friday Mar 30 to Monday April 2 Easter – <i>no classes</i> Thursday Apr 12 Last Day of Regularly-scheduled Classes		
Jan	1-5	<i>No classes</i>		
	8-12	Introduction & Case Analysis Method Review Strategic Management Aligning HR with Strategy Case: <i>WestJet</i>	Ch 1, 2	
	15-19	Environmental Influences on HRM Case: Ohlson Pumps Canada	Ch 3	Assignment 1 Team analysis form
	22-26	Job Analysis Case/Movie: <i>Moneyball</i>	Ch 4	Assignment 2 Team appraisal form

