

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 2024
Prerequisite(s):	BUAD 269, BUAD 340
Corequisite(s):	None
Prerequisite to:	None
Final Exam:	Yes
Hours per week:	3

Graduation

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.

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 (r)-5.9 (n hal)ce4panre te (r)-5.9 pasTd ()-1.9 ** 4 z eãtudents7Tj -0.283 -0.00.9er

Course Schedule

Date		Topic	Text	Deliverables
		<ul style="list-style-type: none"> Monday January 8th, First day of class Monday February 19th, Statutory Holiday (no classes) February 20th thru 23rd, Reading Week Friday March 29th, Statutory Holiday (no classes) Monday April 1st, Statutory Holiday (no classes) 		
Week	Date			
1	Jan 9 / 11	Introduction & Case Analysis Method Review Strategic Management Aligning HR with Strategy	Ch 1 Ch 2	
2	Jan 16 / 18	Job Analysis <i>Case/Movie: Moneyball</i>	5 th ed. material	
3	Jan 23 / 25	Environmental Influences on HRM <i>Case: Ohlson Pumps Canada</i>	Ch 3	Team analysis & appraisal forms
4	Jan 30 / Feb 1	The HR Forecasting Process <i>Case: Blinds to Go</i>	Ch 4	
5	Feb 6 / 8	Determining HR Supply & Demand <i>Case: The Future of Espoir Cafes</i>	Ch 5 Ch 6	
6	Feb 13 / 15	Succession Management <i>Case: Spar Applied Systems</i>	Ch 7	Assignment 3 Full case report
7	Feb 22	Reading Week – no classes scheduled		
8	Feb 27 / 29	Mid-term Exam		Covers material from Week 2 thru Week 7
9	Mar 5 / 7	HR Assessment, Analytics & IT	Ch 8 Ch14	Miro activity
10	Mar 12 / 14	Downsizing & Restructuring FORD mini-case (textbook)	Ch 10	FORD assignment
11	Mar 19 / 21	International Work Assignments	Ch11	Miro activity
12	Mar 26 / 28	<i>Assignment 4 case: TBD</i>		Full case presentations
13	Apr 2 / 4	<i>Assignment 4 case (cont.)</i>		Full case presentations
14	Apr 9 / 11	Exam review		
Apr	16-25	Final Exam Period		

