

Business Administration

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| 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 eel96

1.2erme

Name

Phone number

Office

Email

Evaluation Procedure

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| 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 |
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| | | <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 | | |

