

# 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 eel96

1.2erme

**Name**

**Phone number**

**Office**

**Email**

## 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"> <li>Monday January 8th, First day of class</li> <li>Monday February 19th, Statutory Holiday (no classes)</li> <li>February 20th thru 23rd, Reading Week</li> <li>Friday March 29th, Statutory Holiday (no classes)</li> <li>Monday April 1st, Statutory Holiday (no classes)</li> </ul>		
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 <sup>th</sup> 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	<del>Feb 22</del>	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		

