


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 2022 |
| Prerequisite(s): | BUAD 269, BUAD 340 |
| Corequisite(s): | None |
| Prerequisite to: | None |
| Final Exam: | Yes |
| Hours per week: | 3 |
| Graduation Requirement: | Elective – BBA, Human Resources Management option |
| Substitutable Courses: | None |
| Transfer Credit: | PMPC with BUAD 269 |
| Special Notes: | Students who have credit for BUAD 270 cannot take BUAD 375 for further credit. |
| Development Date: | November 2012 |
| Revision Date: | November 2013 |
| Chair's Approval: |  |

Professors

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| Cathy Fitzgerald <i>Course Captain</i> | 250-762-5445 Ext. 4579 | Kelowna: C123 | cfitzgerald@okanagan.bc.ca |

Learning Outcomes

Upon completion of this course students will be able to

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Course Schedule

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| 1 | Jan. 10 | Strategic Management | Ch 1 | |
| 2 | Jan. 17 | Aligning HR with Strategy | Ch 2 | Case Study |
| 3 | Jan. 24 | Environmental Influences on HRM | Ch 3 | |
| 4 | Jan. 31 | The HR Forecasting Process Change Management | Ch 4, 9 | Case Study |
| 5 | Feb. 7 | Project -Actual Case Study on a Chosen Organization- In Class Presentations (Recommended SHRP Change Initiative) | | |
| 6 | | Determining HR Demand | | |

What are the Penalties for Plagiarism and Cheating?

The Okanagan School of Business does not tolerate plagiarism or cheating. All professors actively check for plagiarism and cheating and the Okanagan School of Business subscribes to an electronic plagiarism detection service. All incidents of plagiarism or cheating are reported and result in a formal letter of reprimand outlining the nature of the infraction, the evidence and the penalty. The Dean of the Okanagan School of Business and the Registrar record and monitor all instances of plagiarism and cheating. Penalties for plagiarism and cheating reflect the seriousness and circumstances of the offence and the range of penalties includes suspension from OC.