

# Business Administration

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| Course Number:          | <b>BUAD 375</b>   |
| Course Title:           | <b>STRATEGIC HUMAN RESOURCE PLANNING</b>  |
| 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:      | <b>Winter 2019</b>  |
| 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:        |   |
| Special Notes:          |   |
| Development Date:       | November 2012   |
| Revision Date:          | November 2013   |

**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:

See the Course Schedule

**Evaluation Procedure**





## **SKILLS ACROSS THE BUSINESS CURRICULUM**

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The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

## **STUDENT CONDUCT AND ACADEMIC HONESTY**

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### **What is the Disruption of Instructional Activities?**

examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

### **What is Cheating?**

use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying