



# 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 2021</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**

|               |                    |               |  |
|---------------|--------------------|---------------|--|
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Course Schedule

| Week   | Date         |   |                                 |  |
|--|--------------|---|---------------------------------|--|
| Monday, Jan 11 - Classes Start<br>Monday, Feb 15 Friday, Feb 19 Family Day + Reading Break (no classes)<br>Friday, April 2 Monday, April 5 - STAT (no classes)<br>Friday, Apr 16 Last Day of Regular Classes |              |   |                                 |  |
| 1  | Jan 11       | Introduction & Case Analysis Method Review<br>Strategic Management<br>Aligning HR with Strategy | Ch 1<br>Ch 2                    |  |
| 2  | Jan 18       | Job Analysis<br><i>Case/Movie: Moneyball</i>  | 5 <sup>th</sup> ed.<br>material |  |
| 3  | Jan 25       | Environmental Influences on HRM<br><i>Case: Ohlson Pumps Canada</i>                             | Ch 3                            | Team analysis & appraisal forms                |
| 4  | Feb 1        | The HR Forecasting Process<br><i>Case: Blinds to Go</i>   | Ch 4                            |  |
| 5  | Feb 8        | Determining HR Supply & Demand<br><i>Case: The Future of Espoir Cafes</i>                       | Ch 5<br>Ch 6                    |  |
| <del>Feb 15</del>  |              | Family Day / Reading Week no classes  |                                 |  |
| 6  | Feb 22       | Succession Management<br><i>Case: Spar Applied Systems</i>                                      | Ch 7                            | Assignment 3<br>Full case report               |
| 7  | <b>Mar 1</b> | <b>Mid-term Exam</b>  |                                 | <b>Covers material from Week 1 thru Week 6</b> |
| 8  | Mar 8        |   |                                 |  |

## **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?**

examinations in which the 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

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

### **What is Plagiarism?**

permission for course credit towards a certificate, diploma, degree and/or professional designation. The defining characteristic is that the work is not yours.

a copy of material from a journal article, a book chapter, data from the Internet, another student, work submitted for credit in another course or from other sources.

because of poor or inadequate practices. Unintentional plagiarism is a failure of scholarship; intentional plagiarism is an act

Students have a responsibility to read the OC Plagiarism Policy and Procedures outlined in the OC calendar, which is available in online format [www.okanagan.bc.ca](http://www.okanagan.bc.ca). Students must acknowledge the sources of information used on all their sentence in which you used the material, then at the end of your paper, writing out the complete references in a Reference section.

*Plagiarism Avoided;*