Human Resource Management (HRMT) 300

Human Resource Planning (Revision 3)

Status:	Replaced with new revision, see the **course listing** ⬀ for the current revision ✖
Delivery mode:	**Individualized study online** ⬀ with **eText** ⬀
Credits:	3
Area of study:	Applied Studies (Business and Administrative Studies)
Prerequisites:	None. **ADMN 232** is recommended but not required.
Precluded:	None
Challenge:	HRMT 300 has a challenge for credit option.
Faculty:	**Faculty of Business** ⬀

Overview

HRMT 300: Human Resource Planning is a three-credit course for senior–level undergraduate students. It examines the practice and theory of human resource (HR) planning in Canadian workplaces.

Outline

- Unit 1: Introduction to Strategic Human Resource Planning (HRP)

    - Lesson 1: Strategic Management

    - Lesson 2: Aligning HR with Strategy

    - Lesson 3: Environmental Influences on HRM

- Unit 2: Human Resource Forecasting and Planning

    - Lesson 4: The HR Forecasting Process

    - Lesson 5: Determining HR Demand

    - Lesson 6: Ascertaining HR Supply

    - Lesson 7: Succession Management

- Unit 3: Strategic Options and Evaluations for Human Resource Planning (HRP)

    - Lesson 8: Information Technology for HR Planning

    - Lesson 9: Change Management

    - Lesson 10: Downsizing and Restructuring

    - Lesson 11: Strategic International HRM

    - Lesson 12: Mergers and Acquisitions

    - Lesson 13: Outsourcing

    - Lesson 14: HR Assessment and Analytics

Objectives

After completing this course, students should be able to

- explain the types of strategic orientations that executives may choose and how HR may align with them.

- outline the environmental factors that influence HRM.

- identify and describe effective HR forecasting processes.

- discuss the processes used to predict the supply of and demand for employees.

- discuss effective techniques for succession management.

- outline the role of information technology in HR planning.

- explain why change management is important for HR planning.

- describe the HR implications of strategic decisions to outsource, downsize, merge, restructure, and establish international operations.

- explain the multiple methods for evaluating the effectiveness of HR practices.

Evaluation

To **receive credit** ⌐ for *HRMT 300*, you must complete and submit all three assignments, pass the final exam with a grade of at least 50 %, and achieve a course composite grade of at least **D (50 percent)** ⌐. The weighting of the composite grade is as follows:

Activity	Weight
Assignment 1 (Multiple-choice Quiz)	10%
Assignment 2 (Short Essays)	30%
Assignment 3 (Short Essays)	30%
Final Exam (Multiple Choice)	30%
Total	**100%**

The **final examination** for this course must be requested in advance and written under the supervision of an AU-approved exam invigilator. Invigilators include either ProctorU or an approved in-person invigilation centre that can accommodate online exams. Students are responsible for payment of any invigilation fees. Information on exam request deadlines, invigilators, and other exam-related questions, can be found at the **Exams and grades** ⌐ section of the Calendar.

To learn more about assignments and examinations, please refer to Athabasca University's **online Calendar** ⌐.

Materials

Belcourt, M., & Podolsky, M. (2019). *Strategic human resource planning* (7th ed.).

Nelson Education. ISBN-13: 9780176856816 📄 (eText)

eText

Registration in this course includes an electronic textbook. For more information on **electronic textbooks** ☐, please refer to our **eText Initiative site** ☐ .

Other materials

All other materials are available online.

Challenge for credit

Overview

The challenge for credit process allows you to demonstrate that you have acquired a command of the general subject matter, knowledge, intellectual and/or other skills that would normally be found in a university-level course.

Full information about **challenge for credit** ☐ can be found in the Undergraduate Calendar.

Evaluation

To **receive credit** ☐ for the HRMT 300 challenge registration, you must achieve a grade of at least **D (50 percent)** 📄 on the examination.

📄   **Challenge for credit course registration form**

Important links

- › **Academic advising** ☐
- › **Program planning** ☐
- › **Request assistance** ☐
- › **Support services** ☐

Athabasca University reserves the right to amend course outlines occasionally and without notice. Courses offered by other delivery methods may vary from their individualized study counterparts.

Opened in Revision 3, June 25, 2021

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View **previous revision** ⌐