

YORK UNIVERSITY
SCHOOL OF HUMAN RESOURCE MANAGEMENT
FACULTY OF LIBERAL AND PROFESSIONAL STUDIES
HRM 3430A (Tuesday: 7:00pm), Fall 2021

Instructor: Mahbubul Alam, PhD
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DESCRIPTION:

This course provides an introduction to the main functions of Strategic Human Resource Planning. Building on the learnings from HRM 2600, a broad variety of topics will be covered that together provide insight into the complexity of human resource planning facing organizations and the contribution that a well-developed human resource department can make to organizational strategy and success. Topics include, but are not limited to, supply and demand forecasting, succession management, downsizing, restructuring, outsourcing, and mergers & acquisitions. The focus of this course is from the human resources professional perspective. The pedagogy includes lectures, in-class discussions, a focus on current events related to HR planning, and an opportunity for students to apply these concepts.

COURSE LEARNING OUTCOMES:

Upon successful completion of this course, students should be able to:

1. Understand the principles, concepts, and practices of strategic HR planning.
2. Effectively apply their knowledge and analytical skills to accomplish effective HR planning during organizational change including mergers, acquisitions, outsourcing, and downsizing.
3. Evaluate the effectiveness of these HR planning strategies using metrics and data
4. Appreciate the complexity of HR planning in meeting the demands of individuals, organizations, and society.

TEXT/COURSE MATERIALS:

Belcourt & Podolsky. *Strategic Human Resource Planning*. 7th edition.

We will be using digital textbook 7e version (ISBN: 9781774123270).

If you have a Top Hat account, you can go to <https://app.tophat.com/e/527448>. If you are new to Top Hat, go to <https://app.tophat.com/register/student>. Search for our course textbook with join code: 527448

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LEARNING SCHEDULE

Week/Meeting	Weekly Learning
Week 1: Sept 14	<ul style="list-style-type: none"> • Course Introduction, syllabus review • Approach, expectations, requirements • Chapter 1: Strategic Management
Week 2: Sept 21	<ul style="list-style-type: none"> • Chapter 2: Aligning HR with Strategy • Chapter 3: Environmental Influences on HRM
Week 3: Sept 28	<ul style="list-style-type: none"> • Chapter 4: HR Forecasting Process • Chapter 5: HR Demand • Individual Assignment Review
Week 4: Oct 05	<ul style="list-style-type: none"> • Chapter 6: HR Supply
Reading Week: Oct 12	No Class
Week 5: Oct 19	<ul style="list-style-type: none"> • Chapter 7: Succession Management • Midterm exam review (Ch1-Ch7)
Mid-term Exam: Oct 26	Chapter 1-Chapter 6
Week 6: Nov. 02	<ul style="list-style-type: none"> • Chapter 8: Information Technology and HR Planning
Week 7: Nov 09	<ul style="list-style-type: none"> • Chapter 10: Downsizing and Restructuring
Week 8: Nov 16	<ul style="list-style-type: none"> • Chapter 11: Strategic International HRM • Individual Assignment Due
Week 9: Nov 23	<ul style="list-style-type: none"> • Chapter 12: Mergers and Acquisitions
Week 10: Nov 30	<ul style="list-style-type: none"> • Chapter 13: Outsourcing
Week 11: Dec 07	<ul style="list-style-type: none"> • Chapter 14: HR Assessment and Analytics • Final Exam Review
Final Exam (ch7-Ch14)	Official Exam Period (Dec 09- Dec 23)

WEIGHTING OF COURSE EVALUATION

Participation (weekly quiz): 10%

Assignment: 20%

Mid-term Exam: 35%

Final Exam: 35%

1. PARTICIPATION (WEEKLY) QUIZ (10%)

10% of your grade will be determined by weekly (chapter-wise) self-quiz through your interactive e-textbook. Your points will be determined based on your participation (50%) and correctness of answers (50%). Students who regularly attend classes and participate in self-quiz should be able to obtain full participation marks.

2. ASSIGNMENT (25%)

You will be required to prepare an assignment on a current event related to a topic of HR planning in partnership with one of your class mates. You need to find a current event related to any topic of HR planning in the news (in any reliable news outlet) published within 30 days of the start of this class. Following the questions given by the instructor, you are required to analyze the event utilizing course learning and external academic sources. Assignment details to be posted sometime during the second week of classes and explained in details in the third class. The assignment is due on Tuesday, Nov 16, 8:00pm. Late submission will be subject to penalty @ 5% deduction per day. It is your responsibility to pick/choose your buddy for the assignment. Please inform the instructor if you fail to find your partner to work on the assignment.

3. MID-TERM EXAM (30%)

The exam will be held in class on Tuesday, Nov 02, 8:00am. The exam will be conducted using paper and pencil and will be proctored. The midterm exam will comprise of MCQ, True/False, and discussion questions covering materials from Chapters 1-7. More exam details to follow.

There will be no make-up mid-term option. It is your responsibility to make yourself available for the mid-term.

4. FINAL EXAM (35%)

The final exam will be scheduled during the final exam period. The exam will be conducted using paper and pencil and will be proctored. The midterm exam will comprise of MCQ, True/False, and discussion questions covering materials to be taught after mid-term. More exam details to follow.

ACADEMIC HONESTY AND INTEGRITY

In this course, we strive to maintain academic integrity to the highest extent possible. Please familiarize yourself with the meaning of academic integrity by completing [SPARK's Academic Integrity module](#) at the beginning of the course. Breaches of academic integrity range from cheating to plagiarism (i.e., the improper crediting of another's work, the representation of another's ideas as your own, etc.). All instances of academic dishonesty in this course will be reported to the appropriate university authorities, and can be punishable according to the [Senate Policy on Academic Honesty](#).

TURNITIN

To promote academic integrity in this course, students will be normally required to submit their written assignments to Turnitin (via the course Moodle) for a review of textual similarity and the detection of possible plagiarism. In so doing, students will allow their material to be included as source documents in the Turnitin.com reference database, where they will be used only for the purpose of detecting plagiarism. The terms that apply to the University's use of the Turnitin service are described on the Turnitin.com website.

All students are expected to familiarize themselves with the following information:

- [Student Rights & Responsibilities](#)
- [Academic Accommodation for Students with Disabilities](#)