

# HRM357e Workforce Planning

**Level:** 3

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY SEMESTER

**E-Learning:** BLENDED - Learning is done MAINLY online using interactive study materials in Canvas. Students receive guidance and support from online instructors via discussion forums and emails. This is supplemented with SOME face-to-face sessions. If the course has an exam component, this will be administered on-campus.

## **Synopsis:**

Workforce planning is an integral part of organizational performance and success. It provides management with a way to align the workforce with its business strategies and address current and future staffing requirements. Good planning creates direction and a foundation for allocating resources. While workforce planning is chiefly a responsibility of management, several business units within the organisation contribute towards the overall plan, including human resources.

## **Topics:**

- Human Resource planning (HRP): aims, objectives, and perspectives
- Linking business plans to workforce plans
- Economics and labour market demographics
- Human resource planning: an overview of the HRP process
- Estimating HR staffing requirements
- Measuring success: workforce analytics and auditing
- Barriers to successful HRP
- The recruitment pipeline
- Implementation: HRP in hiring, training and development
- Managing growth and decline
- HRP and globalisation
- The legal framework and workforce planning: issues and challenges

## **Textbooks:**

Jean M. Phillips and Stanley M. Gully: Strategic Staffing (Bundle ISBN 9789814718783) Pearson  
ISBN-13: 9781292073491

Jean M. Phillips and Stanley M. Gully: Strategic Staffing (Bundle ISBN 9789814718783) Pearson  
ISBN-13: 9781292073491-AA

**Learning Outcome:**

- Illustrate the frameworks and theories in workforce planning.
- Recommend workforce planning strategies to support organisation strategy.
- Judge the impact of the economic, labor and political environment on workforce planning.
- Examine strategic job analysis as a prelude to forecasting and planning for staffing requirements, applying basic statistical tools.
- Apply basic statistical tools in measuring the effectiveness of recruitment and selection processes.
- Illustrate an organisation's management of its workforce flow into, through and out of the organisation.

**Assessment Strategies:**

<b>Continuous Assessment Component</b>	<b>Weightage (%)</b>
PRE-CLASS QUIZ	2
PRE-CLASS QUIZ	3
TUTOR-MARKED ASSIGNMENT	45
<b>Sub-Total</b>	<b>50</b>

<b>Examinable Component</b>	<b>Weightage (%)</b>
Written Exam	50
<b>Sub-Total</b>	<b>50</b>

**Weightage Total** **100**