

HRM357 Workforce Planning

Level: 3

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

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, Jean M. Phillips and Stanley M. Gully (2015), Pearson. 2015 Pearson
ISBN-13: 9781292073507

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 (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	PRE-CLASS QUIZ 1	2
	PRE-CLASS QUIZ 2	3
	TUTOR-MARKED ASSIGNMENT 1	45
Overall Examinable Components	Written Exam	50
Total		100