

# HRM357e Workforce Planning

**Level:** 3

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JULY

**E-Learning:**

## **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 (eBook - for UC) old isbn: 9789814718967 / 9789813130159 2015 Pearson  
ISBN-13: 9781292073507

**Learning Outcome:**

- Examine the principles and practices of workforce planning
- Relate planning to the development of staff, business and organisational goals
- Develop strategies for recruitment, training and development
- Use appropriate strategies to develop a plan for staff recruitment, training and development
- Project HR staffing requirements
- Propose frameworks for implementing planning activities

**Assessment Strategies (Daytime Class):**

<b>Components</b>	<b>Description</b>	<b>Weightage Allocation (%)</b>
Overall Continuous Assessment	PRE-COURSE QUIZ 1	1
	PRE-COURSE QUIZ 2	1
	PRE-COURSE QUIZ 3	1
	PRE-COURSE QUIZ 4	1
	PRE-COURSE QUIZ 5	1
	TUTOR-MARKED ASSIGNMENT 1	45
Overall Examinable Components	Written Exam	50
<b>Total</b>		<b>100</b>