**IOP 3201 HUMAN RESOURCES PLANNING**

**Duration of the Course:** The course is 3 Credit Units providing 45 Contact Hours.

**Course Description:**

This course discusses the concepts, relevance, and tools of human resources planning. Of focal importance is the vertical integration of human resources planning with the strategic and business planning of the firm. Discussion of the tools of HR demand and supply forecasting is made. The course gives students the opportunity to reflect on the various strategic imperatives in the human resources planning process and the choice of possible interventions at the disposal of firms and organizations.

**Course Objectives:**

1. To help the student appreciate the relevance of human resources planning.
2. To expose to the student knowledge of the processes, tools, and strategies of human resources planning.
3. To provide the student with the skills to undertake the process of human resources planning.

**Course Outline:**

Introduction to Human Resources Planning, A Model of Human Resources Planning, Strategic Aspects of Resourcing, Staff Retention and Managing Employee Exit, HRP and Outsourcing, Strategic Aspects of Pay, Career Planning and Development, Organizational Development and Managing Employee Layoff, Managing Work Life Balance, and Managing Diversity in the Workplace

**Delivery Method:**

Course delivery is through Lecture, case studies, independent study and discussions.

**Learning outcomes**

**Learning outcomes**

**Assessment:**

Assessment is through at least two written tests or a written test and a coursework and one final examination.

CW =30% Exam = 70%

**Learning Outcomes**

**Indicate reading**

1. Becker, B.E, Huselid, M.A, & Ulrich, D. (2000). The HR Scorecard: Linking People, Strategy, and Performance. President & Fellows of Harvard College
2. Greer, C.R. (2005). Strategic Human Resource Management: A general Managerial
3. Approach (ED). Prentice Hall: New Jersey
4. Rothwell, W.J. & Kazanas, H.C. (2003). *Planning and Managing Human Resources: Strategic Planning for Human Resources*. HRD Press: Massachusetts
5. Walton, J. (1999). *Strategic Human Resource Development*. Prentice Hall: London