

## Executive Master of Business Administration (EMBA 7045) Strategic Human Resource Planning

### Course Description

A significant challenge for human resources is being a strategic player. It is increasingly important that HR professionals understand their organization's business, objectives and strategies, competitive market, and how they can add value to senior management. Likewise, it is important for managers to understand the critical role that HR policies and practices play in the success of the organization. While this course is grounded in research and presents concepts, it goes further to offer practical applications through a progressive case study, other cases, and discussion threads. Your reading is supplemented by dialoguing your ideas and experiences with other students, and applying concepts to cases and the realities of organizational life.

### Learning Objectives

Students who successfully complete this course will learn:

- Appraise the strategic role HRM plays in organizational success
- Assess the value HRM provides to the organization
- Apply principles and practices of recruiting and selection, training and development, compensation, and workforce planning
- Identify the legal aspects of HRM for their organization
- Apply knowledge gained in the course to the diagnosis of problems in written cases and their work situation
- Analyze HRM-related challenges/issues facing them, generating strategies and tactics for solving them, i.e. apply the concepts to their job
- Identify and explain aspects of HRM that are becoming increasingly important for today's organizations and employees
- Offer constructive feedback to peers regarding their HRM ideas
- Determine the strategic role HRM plays in organizational success
- Discuss the legal aspects of HRM
- Identify and explain aspects of HRM that are becoming increasingly important for today's organizations and employees
- Effectively collaborate with a virtual team to produce quality result

**Grade Scheme: Letter Grade**

**Minimum Pass: 70%**

**Credit Weight: 3 Credits**

#### Assessments:

- Writing Assignments
- Seminar Participation
- Discussion Forums
- Reflection Paper
- Case Study

\* Please note that this document is for marketing purposes and that the details of the course including grading, assessments and objectives may change or vary.

Grade	Grade Point Average (GPA)	Percentage
A+	4.3	98-100%
A	4.0	94-97%
A-	3.7	90-93%
B+	3.3	87-89%
B	3.0	84-86%
B-	2.7	80-83%
C+	2.3	76-79%
C	2.0	70-75%
F	0.0	0-69%