

**Strategic Workforce Planning**

**HR 4090**

**General Class Information**

Instructor Name and Contact Information: David R. Penkrot Email: dp9u@virginia.edu

 Home Telephone: (301) 972-2950

Subject Area and Catalog Number: Human Resources Management HR 4090

Year and Term: Summer 2017, May 15 – August 4, 2017

Pre-requisite: HR 4010, HR 4020, or with instructor or program director permission

Level (Graduate or Undergraduate): Undergraduate

Credit Type: 3 Credits

Class Description**:** This course addresses HR recruitment planning, recruiting, job placement, performance appraisal, and outplacement resulting from layoffs, downsizing, or firing.

Required Text (Include ISBN, specific edition):

Jean M. Phillips, Stanley M. Gully, Strategic Staffing, Third edition, 2015, Pearson, ISBN-13: 978013357176-9

Learning Objectives:

Upon successful completion of this course, students will be expected to:

1. Understand how staffing plays a role in the process of acquiring, deploying, and retaining a workforce of sufficient quantity and quality to create a positive impact on an organization’s effectiveness.

2. Learn how the various federal, state and local laws and regulations affect an organization’s hiring practices and how organizations are penalized for non-compliance of these stated laws.

3. Understand the role of ethics in planning and acquiring and retaining a quality workforce.

4. Understand how a pay structure would encourage quality applicants to seek employment in an organization and a continuing pay structure that would encourage employee satisfaction and retention.

5. Develop a better understanding of an organization’s short-term and long-term strategy and planning, recruiting, and career planning.

6. Understand the role of performance management as a tool for motivating employees and facilitating organizational effectiveness.

Assessment Components:

This course will be conducted as an online course over a period of approximately 12 weeks. The weekly course requirements which will be provided each week online in the Course Syllabus will consist of reading assignments from the selected course textbook, review of chapter notes, and online power-point presentations. In addition, students will participate in live online sessions (three in our class) and Discussion Board/Discussion Forum (three in our class) in response to articles from current periodicals. There will also be a midterm examination (essays and online exam), a final exam (online) and a final project. The midterm exam will consist of essay questions prepared in advance and an online examination. The final exam will consists of an online exam. Finally, the evaluation for our class will also be accessible through UVaCollab.

Class Participation Information Schedule:

Live/Chat Room (Synchronus):

Live Session No. 1: Week of 06/04/2017

Live Session No. 2: Week of 06/25/2017

Live Session No. 3: Week of 07/16/2017

Online/Threaded Discussion (Asynchronus):

Discussion Board / Discussion Forum No. 1: Week of 06/11/2017

Discussion Board / Discussion Forum No. 2: Week of 07/09/2017

Discussion Board / Discussion Forum No. 3: Week of 07/23/2017

Midterm Exam: Must be completed no later than June 25, 2017 (Online Exam and Essays)

Final Online Exam must be completed no later than August 4, 2017. Online exams are open book.

Final Project: Must be completed no later than July 28, 2017

Required Technical Resources and Technical Components: There are no additional resources or technical components required for this course. All other resources will be provided by the instructor.