

HRM 200, Strategic Staffing.

3 credits, 3 hours lecture

Course Description

This course begins with an examination of the different methods and information sources used to forecast an organization's need for human resources. Then, the course addresses various recruitment techniques with emphases on the identification of effective sources and media for particular types of jobs, and on the design of effective recruitment messages. The third and largest portion of the course examines the range of tools and techniques used to select the best candidate from a pool of recruits, including Application Banks, Interviewing, Selection Tests and Background (Reference) checks.

Pre and Co-requisites

HRM 100 or permission of the Program Chair

Course Learning Outcomes (CLOs)

Upon successful completion of the course, the student shall be able to:

CLO1 Describe the strategic importance of the Staffing function, how different strategies impact the organization internally and long-term, and its effect on competitive standing in the market and will then apply the different Staffing strategies to support the variety of desired outcomes.

CLO2 Demonstrate by applying Staffing strategies that comply with current laws in Canada and why complying can be strategic.

CLO3 Identify the workforce planning process and be able to recommend what method of Staffing would be most effective for the desired outcome.

CLO4 Recognize current, best-in-class Staffing methods from Canada's Top 25 companies, why they use them, and how to implement a new, strategic method in an organization.

CLO5 Research, identify, and use the newest methods of recruiting using technology, namely, Facebook, Pinterest, Instagram, Job Search websites, and LinkedIn and how to employ them strategically.

Evaluation

Assessment Type	Percentage
Semester-Long Active Learning Project	70%
In-class work and participation	30%
Total	100%

Course Completion Requirements

A grade of C- is required for progression or transfer.

Grading Scale

4.0 Grade Scale	Alpha Grade	Percentage Grade
4.0	A+	93-100
4.0	A	85-92.9
3.7	A-	80-84.9
3.3	B+	77-79.9
3.0	B	74-76.9
2.7	B-	70-73.9
2.3	C+	67-69.9
2.0	C	64-66.9
1.7	C-	60-63.9
1.3	D+	55-59.9
1.0	*D	50-54.9
0.0	F	0-49.9

Land Acknowledgement

We respectfully acknowledge that Keyano College is on Treaty No. 8 Territory, the ancestral and traditional territory of the Cree, Dene, and Métis people.

Review Date: November 26, 2024

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