

## 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, including their internal and long term strategic impact on the organization and its competitiveness.

CLO2 Apply the different Staffing strategies to support the variety of desired outcomes that are in compliance with current laws in Canada.

CLO3 Identify the workforce planning alternatives and recommend most effective method of Staffing 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 digital technologies such as Facebook, Pinterest, Instagram, Job Search websites, and LinkedIn and how to deploy them strategically.

### Evaluation

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

## Course Completion Requirements

Minimum passing mark of 50% or D is required.

## 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: March 4, 2024

Every effort has been made to ensure that information in this course outline is accurate at the time of publication. Keyano College reserves the right to change courses if it becomes necessary so that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.

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