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MBA 101 Strategic HRM, Introduction

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Monica is the Series Editor for the Nelson Canada Series in HRM, lead author of Strategic Human Resources Planning, and is the lead author of the best selling book, Managing Human Resources, published by Nelson (www.belcourt.nelson.com). She is a frequent commentator on HRM issues for CTV, Canada AM, CBC, The Report on Business, The Globe and Mail, The Canadian HR Reporter and other media.

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Define and explain the significance of the term 'derived demand' as it applies to Strategic Human Resources Planning. (5 marks) The indirect demand for something that has value based on other goods that can be derived or made from it: such as raw materials or other inputs to a process of production.

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Monica Belcourt is the Director of the School of Human Resources Management at York University. She is the Past President of the Human Resources Professionals Association of Ontario (HRPAO), past Director of the School of Administrative Studies and the founding Director of the Graduate Program in Human Resources Management at York University.

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