

HRM in Modern Organizations

HRM i moderna organisationer

7.5 credits

Single subject course

722A60

Valid from: 2021 Spring semester

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|---|----------------------------------|-----------------------------------|
| Determined by | Main field of study | |
| Course and Programme Syllabus Board at the Faculty of Arts and Sciences | Business Administration | |
| Date determined | Course level | Progressive specialisation |
| 2017-10-13 | Second cycle | A1N |
| Revised by | Disciplinary domain | |
| Course and Programme Syllabus Board at the Faculty of Arts and Sciences | Social sciences | |
| Revision date | Subject group | |
| 2021-03-22 | Business Administration | |
| Offered first time | Offered for the last time | |
| Spring semester 2018 | | |
| Department | Replaced by | |
| Institutionen för ekonomisk och industriell utveckling | | |

Entry requirements

- Bachelor's degree equivalent to a Swedish Kandidatexamen in Business Administration or Economics, or equivalent
or
Bachelor's degree equivalent to a Swedish Kandidatexamen including at least 60 ECTS of Business Administration-related courses (for example Accounting, Marketing, Organization Theory, Strategy, Finance, HRM)
- English corresponding to the level of English in Swedish upper secondary education (Engelska 6)
Exemption from Swedish

Intended learning outcomes

After completion of the course, the student should on an advanced level be able to:

- Demonstrate an understanding of modern organizational forms, such as project-based organizations, as a context for human resource management on strategic as well as operational levels.
- Search for, collect, and compile relevant empirical data about a specific topic related to the course content.
- Develop an empirical description to communicate an issue that is theoretically and empirically relevant in relation to the course content.
- Apply relevant theoretical frameworks in order to analyze an empirical case.

Course content

The course takes its point of departure in the link between HRM, strategy and competitive advantage, using the resource-based view of the firm (RBV) as a theoretical foundation. This discussion continues into a focus on new ways of organizing to become more competitive, such as project-based forms of organizing, which creates a working-life that is increasingly characterized by project-based work. In relation to this, the course focuses on contemporary HRM challenges in project-based organizational contexts, as well as the roles of, and relations among, key players in the delivery of HRM practices.

Teaching and working methods

The teaching consists of lectures, seminars, workshops, group work and individual work.

Homework and independent studies are a necessary complement to the course.

Language of instruction: English

Examination

The course is examined through

- oral and written individual seminar presentation, grading scale: EC
- written presentation of team assignment, grading scale: EC
- individual written assignment, grading scale: EC

To pass the course (ECTS grade E), it is required to achieve Pass on the seminar presentation and at least E on the other examinations.

To get a higher grade on the course, it is required to achieve Pass on the seminar presentation and grades on the other examination according to the following:

The final grade of the course is a weighted mean of the ECTS-graded examinations, where the written presentation of team assignment is given the weight 0.45 and the individual written assignment is given the weight 0.55.

Detailed information about the examination can be found in the course's study guide.

If special circumstances prevail, and if it is possible with consideration of the nature of the compulsory component, the examiner may decide to replace the compulsory component with another equivalent component.

If the LiU coordinator for students with disabilities has granted a student the right to an adapted examination for a written examination in an examination hall, the student has the right to it.

If the coordinator has recommended for the student an adapted examination or alternative form of examination, the examiner may grant this if the examiner assesses that it is possible, based on consideration of the course objectives.

An examiner may also decide that an adapted examination or alternative form of examination if the examiner assessed that special circumstances prevail, and the examiner assesses that it is possible while maintaining the objectives of the course.

Students failing an exam covering either the entire course or part of the course twice are entitled to have a new examiner appointed for the reexamination.

Students who have passed an examination may not retake it in order to improve their grades.

Grades

ECTS, EC

Other information

Planning and implementation of a course must take its starting point in the wording of the syllabus. The course evaluation included in each course must therefore take up the question how well the course agrees with the syllabus.

The course is carried out in such a way that both men's and women's experience and knowledge is made visible and developed.

If special circumstances prevail, the vice-chancellor may in a special decision specify the preconditions for temporary deviations from this course syllabus, and delegate the right to take such decisions.