

HRM in Modern Organizations

HRM i moderna organisationer

7.5 credits

Single subject course

722A60

Valid from: 2025 Spring semester

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	
Chairman of the Course and Programme Syllabus Board at the Faculty of Arts and Sciences		Social sciences	
Revision date		Subject group	
2021-03-22; 2024-12-18		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:

- Account for central theories and current research on contemporary organizing, with a particular focus on project organization and temporary work forms, as a context for human resource management (HRM)
- Explain the relationships between organizing and HRM based on research-based as well as empirical knowledge.
- Apply research-based knowledge to identify and formulate questions with theoretical and empirical relevance for HRM in modern organizations.
- Apply qualitative methods to collect and compile relevant empirical data and create empirical descriptions that illustrate issues with theoretical and empirical relevance for HRM in modern organizations.
- Integrate and critically review relevant theoretical frameworks to analyse empirical situations and explain the main conclusions and insights from the analysis
- Make judgements based on an awareness of relevant ethical and societal perspectives

Course content

In the course, the point of departure is the fields human resource management (HRM) and strategy, using the resource-based and knowledge-based views of the firm as a theoretical foundation. The course addresses contemporary changes in work and organization, highlighting that organizations and working life are increasingly characterized by project-based and temporary logics, creating both opportunities and challenges at strategic, operational, and individual levels. In relation to this, the course addresses HRM challenges related to project organization and temporary work forms, as well as the roles and relationships of key actors in HR systems. Critical management perspectives and ethical aspects are also covered, and HRM challenges in practice are explored and analyzed.

Teaching and working methods

The teaching and working methods consist of lectures, seminars, workshops, group work, and individual assignments.

In addition, the student is expected to engage in self-study.

The language of instruction and examination is English.

Examination

The course is examined through

- active participation in seminars, grading scale: EC (P/F)
- individual written assignments, grading scale: EC (P/F)
- written presentation of team assignment, grading scale: EC
- individual written examination, grading scale: EC

To pass the course (ECTS grade E), it is required to achieve Pass on the active participation in seminars and the individual written assignments and at least E on the other examinations.

To get a higher grade on the course, it is required to achieve Pass on the active participation in seminars and the individual written assignments, 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 examination 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 conducted in such a way that there are equal opportunities with regard to sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age.

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.

About teaching and examination language

The teaching language is presented in the Overview tab for each course. The examination language relates to the teaching language as follows:

- If teaching language is “Swedish”, the course as a whole could be given in Swedish, or partly, or as a whole, in English. Examination language is Swedish, but parts of the examination can be in English.
- If teaching language is “English”, the course as a whole is taught in English. Examination language is English.
- If teaching language is “Swedish/English”, the course as a whole will be taught in English if students without prior knowledge of the Swedish language participate. Examination language is Swedish or English depending on teaching language.