HRM and Leadership

Single subject and programme course

7.5 credits

HRM and Leadership

723G64

Valid from: 2016 Autumn semester

Determined by

The Quality Board at the Faculty of Arts
and Sciences

Date determined

2015-03-13

Revision date

2015-08-10

Main field of study

Business Administration

Course level

First cycle

Advancement level

G2X

Course offered for

- Business and Economics Programme
- Business and Economics Programme - International - French
- Business and Economics Programme - International - German
- Business and Economics Programme - International - Spanish
- Master Programme in IT and Management
- Bachelor programme in Information Systems Analysis

Entry requirements

The general admission requirements as for the programme.

Intended learning outcomes

After completion of the course, the students should be able to
- account for key concepts, definitions and central themes within the field of HRM
- account for key concepts and basic models related to leadership
- discuss and reflect upon HRM and leadership in practice
- formulate and analyze texts in which relevant literature and theories are applied
and discussed in a way that shows an understanding for the content, as well as an
ability to use scientific references in a relevant and correct way
- apply relevant literature to develop analytical models with the aim to learn from
practical cases as well as to deepen the understanding of the applied theories
- develop, organize and lead learning sessions

Course content

Human Resource Management (HRM) and Leadership are two fields of research and practice that are intimately intertwined, and that are of great importance for students' abilities to succeed well in roles as managers or leaders. The overall aim of the course is to offer students basic knowledge about HRM and leadership by introducing central topics within the two fields of research, and by offering possibility to learn by practice.

The core content of the course includes classic as well as recent studies into HRM and leadership, also relating to how these dimensions in an organization relates to strategy as well as operative activities. The students will be introduced to central contributions within research on HRM and leadership, and they will also get the opportunity to apply some of this knowledge in practice. An increased knowledge and understanding of these two areas will provide students with greater possibilities to consciously and in a competent way manage their own future performance and career and also to, in the role as managers/leaders, take on the responsibility for managing and supporting the performance and careers of subordinates.

The course also includes elements with the aim of training students in analytical thinking and academic writing.

Teaching and working methods

The course is designed to involve students in different types of learning activities, where they will meet various teachers with various pedagogical methods and different research profiles. Students will take part in case work, seminars, lectures, and active teamwork. A central part is of course students' own individual studies. Language of instruction: English.

Examination

The examination is based on a number of examining activities during the course.
- Activities and case days
- Papers
- Written exam
Detailed information about the examination can be found in the courses study guide.
    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

Three-grade scale, U, G, VG

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.

Department

Institutionen för ekonomisk och industriell utveckling