

Human Resource Management

Human Resource Management
7.5 credits

Single subject course

723G95

Valid from: 2021 Autumn 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
2020-10-05	First cycle	G2F
Revised by	Disciplinary domain	
	Social sciences	
Revision date	Subject group	
	Business Administration	
Offered first time	Offered for the last time	
Autumn semester 2021		
Department	Replaced by	
Institutionen för ekonomisk och industriell utveckling		

Entry requirements

- 120 ECTS credits passed from undergraduate studies including at least 60 ECTS credits in Business Administration, or equivalent.
- English corresponding to the level of English in Swedish upper secondary education (Engelska 6 or Engelska nivå 2).
Exemption from Swedish.

Intended learning outcomes

After completion of the course, the students should be able to:

- account for theories, central themes and concepts within the field of HRM
- account for the impact of contemporary organizing on HRM
- discuss how issues of working environment, intersectionality, and digitalization can impact HRM principles and practices
- account for relevant literature and theories in writing and apply and discuss these in a way that shows an understanding of the content
- use and integrate scientific references in a relevant and correct way
- develop, organize and lead learning sessions within HRM

Course content

The course offers an introduction to the central topics within the research field of HRM.

The course focuses on how the issues of working environment, intersectionality and digitalization impact HRM principles and practices. An introduction to research on HRM in traditional as well contemporary organizations, such as knowledge-based organizations, will be given, as well as the opportunity to apply this knowledge in practice. An increased knowledge and understanding of HRM provides greater possibilities to consciously and in a competent way manage one own's future assignments, 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 which aim of train analytical thinking and academic writing.

Teaching and working methods

The course consists of lectures, seminars and case work. Students will engage in individual assignments as well as teamwork. A central part is of course students' own individual studies.

Language of instruction: English.

Examination

The course is examined through:

- active participation in seminars and case work, grading scale: ECTS
- written presentation of group assignment, grading scale: ECTS
- oral presentation of group assignment, grading scale: ECTS
- individual written assignment, grading scale: ECTS

For a passed final grade (E), Pass is required for active participation in seminars and case work, and at least E for all other examination parts.

A higher grade is decided by grade on the individual written assignment.

Detailed information about the examination can be found in the courses 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.