

## Human Resource Management

Human Resource Management

7.5 credits

Single subject and programme course

723G96

Valid from: 2021 Autumn semester

|  |                                  |                                       |
|--|----------------------------------|---------------------------------------|
| <b>Determined by</b>   | <b>Main field of study</b>       |                                       |
| Course and Programme Syllabus Board<br>at the Faculty of Arts and Sciences | Business Administration          |                                       |
| <b>Date determined</b>   | <b>Course level</b>              | <b>Progressive<br/>specialisation</b> |
| 2020-10-05   | First cycle                      | G1N                                   |
| <b>Revised by</b>  | <b>Disciplinary domain</b>       |                                       |
|  | Social sciences                  |                                       |
| <b>Revision date</b>   | <b>Subject group</b>             |                                       |
|  | Business Administration          |                                       |
| <b>Offered first time</b>  | <b>Offered for the last time</b> |                                       |
| Autumn semester 2021   |                                  |                                       |
| <b>Department</b>  | <b>Replaced by</b>               |                                       |
| Institutionen för ekonomisk och<br>industriell utveckling                  |                                  |                                       |

## Course offered for

- Bachelor's programme in Information Systems Analysis
- Master Programme in IT and Management

## Entry requirements

General entry requirements for undergraduate studies  
and

Mathematics and Social Studies corresponding to the level in Swedish upper  
secondary education (Matematik 3b/3c and Samhällskunskap 1b/(1a1 and 1a2)  
and

English corresponding to the level of English in Swedish upper secondary  
education (Engelska 6)

## 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: UG
- written presentation of group assignment, grading scale: UV
- oral presentation of group assignment, grading scale: UV
- individual written assignment, grading scale: UV

For a final grade Pass, a Pass is required for all examination parts. For a Pass with Distinction, a Pass with Distinction is also required 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.

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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

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.

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.