Strategic Human Resource Management 1

Ledning och strategiskt personalarbete 1
30 credits

Single subject course

731G14

Valid from: 2010 Autumn semester

Determined by	**Main field of study**	
The Quality Board at the Faculty of Arts and Sciences	Sociology, Human Resource Management and Development	
Date determined	**Course level**	**Progressive specialisation**
2010-01-29	First cycle	G1N
Revised by	**Disciplinary domain**	
	Social sciences	
Revision date	**Subject group**	
2016-10-06	Sociology	
Offered first time	**Offered for the last time**	
Autumn semester 2010		
Department	**Replaced by**	
Institutionen för beteendevetenskap och lärande		

Entry requirements

General entry requirements for undergraduate studies

Intended learning outcomes

On completion of the course, the student should be able to:

- account for the value and development of work from a historical perspective
- describe development tendencies in national economy, structural transformations in the Swedish industry and its consequences for the labour market and working life
- describe and analyse basic perspectives in the area of organisation and management
- describe the function of personnel management in the company's strategic and operational environment
- account for basic business economic concepts and approaches and be able to discuss the business economic conditions of staff-related events and consequences
- use knowledge about the individual and the working environment

Course content

Work and Working Life, 7.5 HE credits

(Arbete och arbetsliv)
This module covers the interplay between individual and society with an emphasis on work and working life. This module covers the value and development of work from a historical perspective. Development tendencies in the national economy is also covered, as well as the structural transformation in the Swedish industry and its consequences for the labour market and working life.

Organisation and Management, 7.5 HE credits

(Organisation och ledning)
This module covers organisational theory perspectives, leadership theories and models for development in management and organisation.

Human Resource Economy, 7.5 HE credits

(Personalekonomi)
This module covers the company as a phenomenon, its control mechanisms and evaluation methods. Elementary strategic and operational business economic concepts are presented. Principles and models for planning, control and follow up in order to achieve business economic efficient activities in the personnel area are addressed.

Social Psychology in Working Life, 7.5 HE credits

(Arbetslivets socialpsykologi)
This module covers the interplay between individuals and their working environment. This module also provides knowledge on how to handle cooperation difficulties that are based on differences in working roles and working methods, in order to build good relations and a good working climate.

Teaching and working methods

Apart from participating in lectures and seminars, the students, independently or in groups, should carry out the assignments that they are given. The students should also study independently.

Examination

The examination formats vary, depending on the contents and planning of the different modules. The course is examined continuously via different forms of examination and via assignments that are examined both in writing and orally at compulsory seminars. Detailed information on the contents and set-up of the examination can be found in the course 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

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 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.