

# HRD: Learning, Change and Development in Organizations

Single subject and programme course

15 credits

HRD: Lärande, förändrings- och utvecklingsarbete i organisationer

759G45

Valid from:

**Determined by**

The Quality Board at the Faculty of Arts and Sciences

**Date determined**

2009-08-24

**Revision date**

2014-03-17

## Main field of study

Education

## Course level

First cycle

## Advancement level

G1X

## Course offered for

- Bachelor's Programme in Human resource management and work sciences

## Entry requirements

Admission to the course requires basic qualification, and that the specific qualification rules for the bachelor programme in Human Resource Management and Work Sciences are met. For exchange students, at least two years of undergraduate studies are required, one of which must be in a discipline relevant to the course. Documented knowledge of English equivalent to Engelska B/Engelska 6: internationally recognized test, e.g. TOEFL (minimum scores: Paper based 575 + TWE-score 4.5, and internet based 90+TWE-score 20), IELTS, academic (minimum score Overall band 6.5 and no band under 5.5), or equivalent.

## Intended learning outcomes

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

- describe, analyse, and critically examine theories, perspectives, models and previous research within the field of Human Resource Development (HRD).
- describe and critically examine what factors might contribute to bridging the gap between HRD research and HRD practice.
- search for, identify, evaluate, compile and critically examine current HRD research within a defined area and within given time frames.
- plan, invite to, implement and evaluate a HRD conference for HR practitioners.
- present current research, in writing as well as orally, for HR practitioners and in dialogue with them make suggestions on how research-based knowledge can be used as a starting point for HRD practice.

## Course content

The course covers questions about Human Resource Development (HRD) in terms of learning, training, development and change in organizations. The course starts with a problematization of the gap between HRD research and HRD practice, and the course ends with students get to practice to compile and present up-to-date HRD research for practitioners in the field. In between, concepts, theories, perspectives, models and previous research in the field of HRD are introduced. Examples of topics covered are formal and informal learning, leadership and management development, transfer and use of knowledge, change processes and organizational development.

## Teaching and working methods

The teaching consists primarily of lectures, seminars and group work. In addition to scheduled hours the students are expected to use self-organized learning activities, individually, and in groups.

## Examination

The course will be examined orally and in writing throughout the course and at the end of the course. Detailed information about the examination can be found in the course manual.

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 beteendevetenskap och lärande