

Human Resource Management

Human Resource Management
15 credits

Single subject and programme course

759G63

Valid from: 2019 Autumn semester

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| Determined by | Main field of study | |
| Course and Programme Syllabus Board at the Faculty of Arts and Sciences | Sociology, Human Resource Management and Development, Education | |
| Date determined | Course level | Progressive specialisation |
| 2019-06-13 | First cycle | G2F |
| Revised by | Disciplinary domain | |
| | Social sciences | |
| Revision date | Subject group | |
| | Education | |
| Offered first time | Offered for the last time | |
| Autumn semester 2017 | | |
| Department | Replaced by | |
| Institutionen för beteendevetenskap och lärande | | |

Entry requirements

- General entry requirements for undergraduate studies and
- Social Studies, English and Mathematics corresponding to the level in Swedish upper secondary education (Samhällskunskap 1b or 1a1 and 1a2, Engelska 6, Matematik 2a/2b/2c or Matematik B) and
- At least two years (120 ECTS credits) of undergraduate studies are required, one of which one year (60 ECTS credits) must be in a discipline relevant to the course
Exemption from Swedish

Intended learning outcomes

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

Knowledge and Understanding

- Account for theories and previous research on HRM with focus on operational HR practices in organisations
- Describe how different theories and perspectives on the external environment, organisations and leadership are important for HRM and operational HR practices

Skills and Abilities

- Apply theories, theoretical perspectives and previous research in the field of HRM as tools to formulate and solve problems in operational HRM practices
- Demonstrate the ability to compile and critically interpret relevant information regarding a defined HRM problem

Analysis and Judgement

- Analyze and critically examine theories, theoretical perspectives and previous research in the field of HRM, organisations and leadership.
- Analyze and critically examine operational HR practices, organisations and leadership

Course content

The core contents of the course focus on HR practices in organisations. The course deals with models, theories and previous research in the fields of HRM, organisations and leadership in working life. The course further deals with different areas of competence and analytical tools needed to conduct operational HR work. HRM is highlighted at global, national, organisational and individual levels. HRM in research and practice is critically examined through the different perspectives and levels that are considered during the course.

Teaching and working methods

The teaching consists of lectures, workshops, group work and seminars. In addition to this, the student should undertake self-study.

Examination

The course is examined by:

- written individual exam, grade scale: EC
- oral and written presentation of group assignments, grade scale: EC

To pass (E) as a final grade for the course:

- approved (Pass) oral and written presentation of group assignments and approved (E) written individual examination

To pass with a higher grade as a final grade for the course:

- approved (Pass) oral and written presentation of group assignments and a higher grade in written individual examination

The written individual examination decides the final grade.

Detailed information about the examination can be found in the 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.