

Course Syllabus

Human Resource Management 7.5 Credits*, First Cycle Level 2

Learning Outcomes

After completing the course, the student shall be able to:

- explain basic concepts, theories and models within the HRM field of knowledge (1)
- describe how the field has developed historically and give examples of how practical HR work is conducted (2)
- identify concrete HR problems (3)
- suggest solutions and (4)
- design related action plans (5).
- systematically reflect on the consequences for organisational entities and third parties that HRM applications may imply. (6)

Course Content

The course consists of two distinct parts, the first of which is a thorough review of the theoretical base of the HR field, based on application areas such as: recruitment, dismissal and redeployment, personnel and organizational development, payroll and payroll systems, work environment and labour law. The bases for the subject derive from the areas' starting points in Industrial Relations School and other theoretical source theories are also derived.

The second part of the course consists of an applied organizational analysis. In the first part of this, students study typical HR activities at/on contact companies / organizations. This develops into It outlines a description of the HR / HR profiles of companies / organizations – i.e., ie, what is typically emphasized in the field of practice. The second part of the organization analysis is that the students identify different HR related problems in the profiles and propose solutions.

Assessment

Assignment 1 (examines learning outcomes 1, 2): Written exam, 4 credits

Assignment 2 (examines learning outcomes 3, 4, 5, 6): Written report and seminars with oral presentation 3.5 credits

Forms of Study

Lectures and seminars

Grades

The Swedish grades U–VG.

To pass the course students must obtain the grade G on all assignments. To pass the course with distinction (VG), students must also achieve VG on both assignments.

Prerequisites

90 credits First Cycle Level including the courses

Financial Management and Accounting A 15 credits, Organization and Marketing A 15 credits and Organization B 7.5 credits

Other Information

Number of exam attempts is limited to five.

Cannot be credited together with any of the following courses: FÖ2017.

Subject:

Business Administration and Management

Group of Subjects:

Business Administration

Disciplinary Domain:

Social Science, 100%

Approved:

Approved 26 February 2015

Valid from 18 May 2015