



Course syllabus

Faculty Board of Business, Economics and Design
School of Business and Economics

1FE675 Personalekonomi i teori och praktik, 7,5 högskolepoäng
Management Control for Human Resources, 7.5 credits

Subject Group

Business Administration

Level of classification

First Level

Progression

GIF

Date of Ratification

Approved by the Board of the School of Business and Economics 2011-09-30

Revised 2011-12-09. Revised due to translation into English

The course syllabus is valid from spring semester 2012

Prerequisites

Business administration, 30 credits.

Objectives

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

- describe economic connections that are relevant for the planning of personnel
- create, apply and develop economic calculation models within Human Resource
- create, apply and develop key figures within Human Resource
- carry out financial follow-ups that are relevant for Human Resource

Content

The course contains theories, models and applied practice within the field of Human Resource Management concerning

- Calculation models
- Key figures
- Financial follow-ups

The course contains applied computer assignments with relevant computer support.

Type of Instruction

Teaching is in the form of classroom teaching, seminars and computer assignments. Participation in seminars is obligatory.

Examination

The course is assessed with the grades Fail (U), Pass (G) or Pass with Distinction (VG).

The course as a whole is graded with one of the following grades: pass with credit, pass, fail as well as A-F according to ECTS grading scale. Grades are based on how well students fulfil the expected learning outcomes.

The course is partly examined through an examination concerning concept and knowledge control, and partly through a paper where management control perspectives are applied to a case in the business world. The theme of the case is chosen in consultation with the teacher.

Students who do not achieve a satisfactory result in the examinations are permitted to make a second attempt approximately 5-8 weeks after the normal examination date. The student will have a minimum of five occasions for written exams in relation to the syllabus to which the student was accepted. Usually 3 occasions per academic year.

Course Evaluation

A written evaluation is conducted and compiled in a report, which is filed at the department. The result and actions, if taken, are communicated to the teacher responsible for the course and presented to the students in the way most appropriate according to the teacher responsible for the course. Other types of evaluations, such as continuous during the course or oral communication with the students, can occur and is encouraged to secure continuous quality improvement.

Required Reading and Additional Study Material

Catusus, B. Gröjer, JE. Högberg, o. Johrén, A. (2008) Boken om Nyckeltal. Liber. 192 sidor. isbn 9147088826.

Johansson, U. Johrén, A. (2009). Personalekonomi idag. Liber. 132 pages. isbn 9789170053238.

Obligatory compendium material

Compendium in Excel

Compendium on economic scorecards

Dumay, J. Cuganesan, S. (2011). Making sense of intellectual capital complexity: measuring through narrative. *Journal of Human Resource Costing & Accounting* vol 15 no 1.

Grajkowska, A. (2011). Valuing intellectual capital of innovative startups. *Journal of Intellectual capital*. vol 12 nr 2.

Hjalte, K. Persoon, U. (1998). Nettohälsoanalys - Ett nytt sätt att värdera hälsopolitik och säkerhetsregleringar?. *Ekonomisk Debatt* nr 26,3 p189-199.

Lopez-Gamero, M-D . Zaragoza-Saéz, P. Claver-Cortez, E. Molina-Azorín, J-F. (2011). Sustainable Development and Intangibles: Building Sustainable Intellectual Capital. *Business Strategy and the environment*. vol 20, p 18-37.

Nilsson, I. (2009). En socioekonomisk analys av skolverkets samverkanprojekt. Järna. SEEAB. 64 pages.