



## Course syllabus

Faculty of Social Sciences

Department of Social Studies

ISO126 Introduktion till personalvetenskap, 7,5 högskolepoäng

ISO126 Introduction to Scientific Personnel Work, 7.5 credits

### **Main field of study**

Sociology

### **Subject Group**

Sociology

### **Level of classification**

First Level

### **Progression**

G1N

### **Date of Ratification**

Approved 2022-11-14

Revised 2023-06-22 by Faculty of Social Sciences. Revision of literature

The course syllabus is valid from autumn semester 2023

### **Prerequisites**

General entry requirements + Civics 1b alt. Civics 1a1 +1a2 and English 6.

## Objectives

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

- account for the the subject of human resource management and what the associated fields of knowledge within personnel, work and organisation involve in relation to the growth, content and development of the profession,
- describe the HR activities in different forms of organisational structures, and how these may influence the efficiency of the organisation as well as the performance and motivation of the employees,
- account for how the HR activities may function as management support and how HR and managers together may solve challenges in the working life and the organisation,
- identify and account for what a professional, scientific and ethical approach entails in relation to the HR work,
- write short, scientific texts with accuracy of concepts and a clear outline.

## Content

The aim of the course is to introduce human resource management as an approach, and discuss how the role of the HR profession has developed over time in the modern working life. The course also provides knowledge and understanding of the interaction between individual, group, organisation and society and its importance to the application of human resource work. Moreover, basic knowledge of the field of Human Resources (HR) in theory as well as its practice is also introduced. An introduction to the theory of science is provided and what academic studies and writing entail.

### Type of Instruction

Teaching takes place in the form of lectures, workshops and seminars, of which some are compulsory. Absence during one of the compulsory seminars may be supplemented through a follow-up seminar, or individual written assignments.

### Examination

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

Examination of the course takes place by means of an individual assignment in the form of a take-home exam. In order to receive a grade of Pass, the module objectives must be attained. For a grade of Pass with Distinction, it is required that the individual assignment is assessed as Pass with Distinction.

A retake of the examination is provided in accordance with the Local Regulations for First-Cycle and Second-Cycle Courses and Examination at Linnaeus University.

Should the university determine that a student is entitled to special educational support due to impairment, the examiner may provide the student with an adapted test or the student may carry out the examination in an alternative way.

### Course Evaluation

A course evaluation is carried out either during or at the end of the course. Results and analysis of the evaluation are presented to the students who have completed the course as well as to new students at the following course date. The course evaluation is conducted anonymously.

### Required Reading and Additional Study Material

Blennberger, Erik, Bohman, Ellionor, Goldberg, Thomas, Kings, Christina, Knutsson, Christer, & Westin, Bengt (2010) *Etik i personalarbetet. Etisk kod för personalvetare*. Stockholm: Akademikerförbundet. (20 pages) Available on the Internet.

Boglund, Anders (2019). HR-transformation - om Ullrich modellens genomslag i svenskt personalarbete. In: Sandberg, Åke (ed.) *Arbete & Välfärd. Ledning, personal och organisationsmodeller i Sverige*. Lund: Studentlitteratur. ISBN: 9789144116310. (kapitel 16, 21 pages).

Denise M. Rousseau, Denise & Barend, Eric (2011). Becoming an evidence-based HR practitioner. *Human Resource Management Journal*, Vol 21, no 3, 2011, pages 221–235

Dyshe, Olga, Hertzberg, Frøydis & Hoel, Torlaug Løkensgard (senaste upplagan). *Skriva för att lära*. Studentlitteratur: Lund (223 pages).

Palm, Kristina & Calminder, Dag (2021). *Chef och HR: att möta personalproblem tillsammans*. Edition 1 Lund: Studentlitteratur (208 pages). ISBN 9789144140711.

Thilander, Per & Sköld, Lena (2020). *Personalvetenskapliga perspektiv på HR-organisering*. Stockholm: Liber (108 pages). ISBN: 9789147113347

Ulfsdotter Eriksson, Ylva (2013). *Personalvetenskap - som förhållningssätt*. 1st edition. Stockholm: Liber (188 pages). ISBN: 9789147098163

Wallo, Kock & Lundqvist (2019). Utvärdering och mätning av kompetensutveckling och lärande i organisationer. En kunskapsöversikt. HELIX Competens Centre, Linköpings universitet: Linköping (65 pages)

Scientific literature comprising circa 50 pages may be included, as per the teacher's instructions.