



Course syllabus

Faculty of Social Sciences
Department of Social Studies

1SO128 Human Resource Management/Development, 7,5
högskolepoäng

Human Resource Management/Development, 7.5 credits

Main field of study

Sociology

Subject

Sociology

Level

First cycle

Progression

G1N

Date of Ratification

Approved 2022-11-14.

Revised 2025-06-18. Revision of literature

The course syllabus is valid from autumn semester 2025.

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 main theories and perspectives on HRM and HRD,
- describe the leadership and governance in contemporary organisations on the basis of the HRM perspective, and account for the role and function of the human resources specialist in these processes,

- analyse and discuss HRM with the emphasis on opportunities and limitations, respectively, in contemporary and changing work organisations,
- identify and account for the relation between theory and research within the HR work, and evaluate critically theories as well as research in the field,
- in writing as well as orally, account for how theories and perspectives in HRM may be applied.

Content

The aim of the course is to provide basic knowledge of Human Resource Management (HRM) and Human Resource Development (HRD) and the main practices functioning as guidance for the work within human resources within the scope of HRM/HRD. Various HR related issues, tasks and processes are presented and discussed in the course, related to the various models existing within the human resources profession, giving the students the necessary basic knowledge of the future profession.

Type of Instruction

Teaching takes place in the form of lectures, workshops and seminars, where some of which are compulsory. Absence from compulsory seminars may be supplemented by 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 written exam and a group project to be presented in writing as well as orally. In order to receive a grade of Pass, the course objectives must be attained. For a grade of Pass with Distinction, it is required that the written exam is assessed as Pass with Distinction and the group project requires the grade of Pass.

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

Nilsson, Peter, Wallo, Andreas; Rönnqvist, Dan, Davidson, Bo (2018). *Human Resource Development: att utveckla individer, grupper och organisationer*. Edition 2. Studentlitteratur: Lund (287 pages)

Eklöf, Mats (2022). *Psykosocial arbetsmiljö: begrepp, bedömning och utveckling*. Studentlitteratur: Lund (416 pages)

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