



Course syllabus

Faculty of Business, Economics and Design

Department of Management

2FE520 Human Resource Management - Concepts, Trends and Strategies, 15 högskolepoäng

2FE520 Human Resource Management - Concepts, Trends and Strategies, 15 credits

Main field of study

Business Administration

Subject Group

Business Administration

Level of classification

First Level

Progression

G2F

Date of Ratification

Approved 2009-10-08

Revised 2022-12-05 by School of Business and Economics. Change of department.

The course syllabus is valid from spring semester 2023

Prerequisites

Business Administration 1-60 ECTS, with at least 22,5 ECTS in Marketing, Organization or the equivalent.

Objectives

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

- Describe HRM from a historical perspective
- Describe HRM from an international perspective
- Describe key concepts and topics in strategic human resource management (SHRM)
- Understand HRM as strategy in modern organizations
- Analyze and discuss SHRM problems
- Apply appropriate solutions in how to use SHRM as a part of business strategy
- Demonstrate knowledge about SHRM processes, including personnel planning, recruitment, and selection
- Explain the specific role of HRM in retail companies such as retailing, tourism and health care.

Content

- History of HRM
- International HRM
- Business strategy in relation to SHRM
- Strategic Human resource management processes
- SHRM specific role in diverse business

Type of Instruction

The course consists of lectures, seminars, group exercises and project.

Examination

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

Assessment of the student's attainments is carried out by means of two written examinations and by the submission of a paper achieved either independently or in a group. 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 according to local regulations (dnr: HL/2011-258).

The grading is based on assessment of the written exams, reports and the student's ability to present and discuss report contents. Results are graded using one of the terms Passed with distinction, Pass or Fail, and A-F according to the ECTS scale. For Pass the evaluation of the student examination is in line with the goals of the course. For Passed with distinction two of the examinations has to be in line with Passed with distinction.

Course Evaluation

A written evaluation is carried out and compiled in a report, which is archived at the institution. The results, along with possible measures taken, are reported to the students the next time the course is given.

Required Reading and Additional Study Material

Adams, J. (2007). *Managing People in Organizations: Contemporary Theory and Practice*. Basingstoke: Palgrave MacMillan. (352 p.) ISBN: 9781403997968.

Korczynski, M. (2002). *Human Resource Management in Service Work*. Basingstoke: Palgrave Macmillan. (237 p.). ISBN: 0-333-77440-X.

Saunders, M., Millmore, M., Lewis, P., Thornhill, A. & Morrow, T. (2007). *Strategic Human Resource Management: Contemporary Issues*. Harlow: Pearson Education. (572 p.) ISBN: 027368163X

Sennet, R. (2000). *The corrosion of character - The Personal Consequences of Work in the New Capitalism*. WW Norton & Co. New York. (117 p.). ISBN: 9-780-39331987-3.

Sennet, R. (2009). *The craftsman*. Penguin Books Ltd. London. (336 p.). ISBN: 9780141022093.