



Course syllabus

School of Business and Economics

Department of Organisation and Entrepreneurship

2FE521 Human Resource Management - Concepts, Trends and Strategies, 15 högskolepoäng

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 by School of Business and Economics 2014-12-11

The course syllabus is valid from autumn semester 2015

Prerequisites

Business Administration I – II, 60 credits, with at least 22,5 credits in Marketing, Organization and English B/English 6 or the equivalent.

Objectives

After completing the course the student is expected to 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

The course contains:

- 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. Obligatory parts are stated in the schedule.

Examination

The course is assessed with the grades A, B, C, D, E, Fx or F.

Assessment of the student's attainments is carried out by means of written examinations and by the submission of a paper.

The grade A constitutes the highest grade on the scale and the remaining grades follow in descending order where the grade E is the lowest grade on the scale that will result in a pass. The grade F means that the student's performance is assessed as fail.

After each regular examination there will be at least one new examination in close proximity to the date the results of the regular exam were posted. A minimum of five occasions for written exams will be offered in relation to the syllabus to which the student was accepted. Usually three occasions per academic year are offered. Students that fail reports can complement after instructions from the examiner to obtain a pass grade.

Grading criteria for the A–F scale are communicated in writing to the student by the start of the course/module at the latest, as well as how grades on separate elements of examination are weighed to a final course grade.

Course Evaluation

A written course evaluation is carried out and compiled in a report, which is archived at the faculty. The results and possible measures taken are communicated by the course coordinator and presented to the students the next time the course is given, or in another way deemed suitable by the course coordinator. Other types of course evaluations, for example regular evaluations throughout the course or discussions with students, will be included and encouraged with the aim of ensuring continuous quality development.

Required Reading and Additional Study Material

Adams, J. *Managing People in Organizations: Contemporary Theory and Practice*. Basingstoke: Palgrave MacMillan. Latest edition. Approx. 352 pages.

Cederström, C. Spicer, A. *Wellnesssyndrome*. Tankekraftförlag, Hägersten. Latest edition. Approx. 190 pages.

Korczynski, M. *Human Resource Management in Service Work*. Basingstoke: Palgrave Macmillan. Latest edition. Approx. 237 pages.

Saunders, M., Millmore, M., Lewis, P., Thornhill, A. & Morrow, T. *Strategic Human Resource Management: Contemporary Issues*. Harlow: Pearson Education. Latest edition. Approx. 572 pages.

Sennet, R. *The corrosion of character - The Personal Consequences of Work in the New Capitalism*. New York: WW Norton & Co. Latest edition. Approx. 117 pages.