



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 2014-12-11

Revised 2021-06-30 by School of Business and Economics. Literature revision.

The course syllabus is valid from autumn semester 2021

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 human resource management (HRM) from historical and international perspectives
- describe key concepts and topics within strategic human resource management (SHRM) in modern organizations
- apply and suggest appropriate solutions on how to use SHRM as a part of the business strategy
- describe and analyze processes within SHRM, including personnel planning, recruitment and selection
- analyze and evaluate the consequences of robot process automation (RPA) from a SHRM perspective
- evaluate, develop and plan SHRM
- complete assignments within specified time frames

Content

The course contains:

- historical perspectives on HRM
- international perspectives on HRM
- business strategy in relation to SHRM
- RPA from a SHRM perspective
- the position of HRM within different sectors
- recruitment and selection

Type of Instruction

The course consists of lectures, seminars, group exercises and project. Mandatory parts are stated in the schedule.

Examination

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

The course is examined through a group project report with an oral and a written presentation as well as written individual take-home exams.

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

During the implementation of the course or in close connection to the course a course evaluation is to be carried out. Result and analysis of the course evaluation is to be presented as feedback both to the students who have completed the course and to the students who are to participate on the course the next time it is offered. The course evaluation is to be carried out anonymously.

Credit Overlap

The course cannot be included in a degree along with the following courses of which the content fully, or partly, corresponds to the content of this course: 2FE520

Required Reading and Additional Study Material

Required reading

Armstrong, M. & Taylor, S. (2020). *Armstrong's Handbook of Human Resource Management practice*. KoganPress. 754 pages.

Grugulis, I. *A very short, fairly interesting and reasonably cheap book about Human Resource Management*. Sage Publications. London. Latest edition. About 130 sidor.

Scientific articles. About 300 pages.