



Course syllabus

School of Business and Economics

Department of Management

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

2FE521 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 2022-12-05 by School of Business and Economics. Change of department.

The course syllabus is valid from spring semester 2023

Prerequisites

Business Administration 60 credits on G1N and G1F level, of which at least 15 credits in organization and English 6, or the equivalent.

Objectives

After completing this course the student should 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 and group exercises.

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 (5 credits) as well as written individual papers (of 5 credits).

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. Grading criteria for the A–F scale are communicated in writing to the student by the start of the course at the latest, as well as how the weighting and weighting of grades on individual examining elements to the final course grade takes place. The basis for the student's grade is determined by the student's fulfillment of the objectives.

Repeat examination is offered in accordance with Local regulations for courses and examination at the first and second-cycle level at Linnaeus University. An examiner can, in exceptional cases, decide that a student who is close to the level for a passing grade may carry out supplementary assignments in order to reach the passing grade.

If the university has decided that a student is entitled to special pedagogical support due to a disability, the examiner has the right to give a customised exam or to have the student conduct the exam in an alternative way.

Course Evaluation

During the implementation of the course or in close conjunction with the course, a course evaluation is to be carried out. Results and analysis of the course evaluation are to be promptly presented as feedback to the students who have completed the course. Students who participate during the next course instance receive feedback at the start of the course. The course evaluation is to be carried out anonymously.

Credit Overlap

The course cannot be included in a degree along with the following course/courses of which the content fully, or partly, corresponds to the content of this course: 2FE520 with 15 credits.

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.