



## Course syllabus

School of Business and Economics

Department of Management Accounting and Logistics

2RV001 Arbetsrättslig personal- och kompetensutveckling, 15 högskolepoäng

Human Resource Management and Development in Labour Law, 15 credits

### **Subject Group**

Law and Legal Studies

### **Level of classification**

First Level

### **Progression**

G2F

### **Date of Ratification**

Approved 2013-03-26

Revised 2014-10-29 by School of Business and Economics. Literature revision, small revision of one objective, updated standard texts and editorial changes

The course syllabus is valid from spring semester 2015

### **Prerequisites**

60 credits of legal studies including 15 credits European Law Regulation, or equivalent.

## Objectives

On completion of the course, the student should be able to:

- explain, distinguish, investigate or evaluate processes within Human Resource Management, personnel development and organisational change from a labour law perspective in modern private and public organisations
- account for and analyse the HR function's strategic value creation and developmental assignments, from a labour law perspective both from a national and international perspective
- distinguish the prerequisites for creating and developing the HR function from a labour law perspective
- interpret and compare the conditions for developing and changing groups and individuals in the organisation with focus on skills and learning from a labour law perspective
- conduct and document a project with focus on HR issues from a labour law perspective in an organisation

## Content

The carrying out of a project in the form of a report with is presented at a concluding seminar. The aim of the project is to focus on varying aspects of Human Resource Management, from a labour law perspective. The project is carried out at a place of work, which the students themselves must arrange. The placement comprises 10 weeks

and a contract is signed between the concerned place of work, the student and the university.

### Type of Instruction

Teaching is carried out in the form of a combination of lectures, tutoring and seminars. Obligatory parts are stated in the schedule.

### Examination

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

Assessment is made through individual written assignments.

Results are graded using one of the terms Passed with distinction, Pass or Fail, and A-F according to the ECTS scale.

For the grade pass, the objectives have to be reached; the grade is based upon the degree to which the objectives are met. The weighing of the grades to the course grade is following the principles in the document "Principer för betygsrapportering dnr: ELNU 2011/160".

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. The student will have a minimum of five occasions for written exams in relation to the syllabus to which the student was accepted. Usually 3 occasions per academic year. Students that do not pass reports can complement according to instructions from the examiner.

### 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

Elective literature comprising at least 1000 pages that is chosen in consultation with the supervisor.

Examples of elective literature:

Bryman, A. (2011). *Samhällsvetenskapliga metoder*. Malmö: Liber. 2 ed. 690 pages.

Lindgren, L. (2014). *Nya utvärderingsmonstret: om kvalitetsmätning i den offentliga sektorn*. Lund: Studentlitteratur. 2 ed. 147 pages.

Sandberg, B. & Faugert, S. (2012). *Perspektiv på utvärdering*. Lund: Studentlitteratur. 2 ed. 168 pages.

Vedung, E. (2009). *Utvärdering i politik och förvaltning*. Lund: Studentlitteratur. 3 ed. 315 pages.