



Course syllabus

Faculty of Social Sciences
Department of Social Studies

2SO411 Personal- och kompetensutveckling, 30 högskolepoäng
Human Resource Management and Development, 30 credits

Main field of study

Sociology

Subject

Sociology

Level

First cycle

Progression

G2F

Date of Ratification

Approved 2009-07-17.

Revised 2024-09-10. Correction of module sets and new standard formulations during examination and course evaluation.

The course syllabus is valid from spring semester 2025.

Prerequisites

90 credits in social science and behavioural science.

Objectives

Upon course completion, students shall be able to:

- demonstrate advanced knowledge of Human Resource Management, staff development and organisational change in modern private and public organisations,
- describe and analyse the HR function's strategic value creation and development

tasks,

- demonstrate an understanding of and analyse the conditions for creating and developing the human-resource function in the HR context,
- demonstrate advanced knowledge and understanding of the conditions required to develop and modify groups and individuals in organisations focusing on skills and learning, and
- carry out and document a project focusing on HR issues in an organisation.

Content

The course consists of three modules.

Human Resource Management/Development 7.5 credits

This module provides an understanding of and insights into the conditions for establishing and developing the human-resource function within organisations. Focus will be on analysis of the HR function. Core elements of the HR function, such as ethics, planning, recruitment and evaluation of performance are discussed.

Project Management 7.5 credits

The module focuses on the practical knowledge needed in order to plan, implement and present an investigation project in an organisation. This module consist of lectures, exercises and workshops about planning, data collecting, writing reports, and verbal and written presentation of a project.

Project Report / Internship Report 15.0 credits

Option A: Project Report

In this module a project report is carried out and presented at a seminar. The project shall focus on various aspects of Human Resource issues.

Option B: Internship Report

An internship organised by the student is carried out at a placement. The internship is documented in an internship report. In this report, a survey and an analysis of an HR issue in the organisation are documented. The report is presented at a seminar.

The internship comprises 10 weeks and a contract is drawn up between the placement, the student and the university.

Type of Instruction

Teaching takes place in the form of lectures, group discussions and seminars focusing on the course literature.

Examination

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

In order to receive a grade of Pass, the course objectives must be attained. The assessment of the achievements takes place by means of individual written tests and by presentation of assignments given in connection with the teaching sessions. For a grade of Pass with Distinction in the entire course, it is required that the student obtains at least 22.5 credits assessed as Pass with Distinction.

Resit examination is offered in accordance with Linnaeus University's Local regulations for courses and examination at the first- and second-cycle levels.

In the event that a student with a disability is entitled to special study support, the examiner will decide on adapted or alternative examination arrangements.

Course Evaluation

A course evaluation should be conducted during the course or in connection with its conclusion. The results and analysis of the completed course evaluation should be promptly communicated to students who have completed the course. Students participating in the next course instance should be informed of the results of the previous course evaluation and any improvements that have been made, no later than at the start of the course.

Required Reading and Additional Study Material

Human Resource Management/Development 7.5 credits

Mandatory literature

Ahl, Helene, Bergmo-Prvulovic Ingela & Kilhammar, Karin (latest edition). *HR: att ta tillvara mänskliga resurser*. Studentlitteratur AB, Lund. Approx. 150 pages.

Hedenus, Anna., & Backman, Christel (2018). Nätgranskning i samband med rekrytering: hur, vad och varför (inte)?. *Arbetsliv i omvandling*, (1), 1-57.

Biswas, Urmi Nanda, Karin Allard, Anders Pousette, and Annika Härenstam. (2017) *Understanding Attractive Work in a Globalized World: Studies from India and Sweden*. Singapore: Springer Singapore, Ebook. Selected pages. Approx. 100 pages.

Larsson, B., Ulfsdotter Eriksson, Y. & Adolfsson, P. (Latest edition). *Personalvetenskapliga perspektiv på lön & belöning*. Stockholm:Liber

Nilsson, Peter, Wallo, Andreas, Rönnqvist, Dan och Davidsson, Bo (latest edition). *Human Resource Development: att utveckla medarbetare och organisationer*. 1st ed. Studentlitteratur 219 pages.

Walter, Lars (2015). *Mellan jobb: omställningsavtal och stöd till uppsagda i Sverige*. SNS förlag. (Available in PDF format).

Articles also included.

Project Work 7.5 credits

Schødt, Ann C. (Latest edition). *Värdeskapande HR-Ledning – Så utvecklar du mänskliga resurser utifrån verksamhetens behov*. Liber AB, Malmö. 280 pages.

Skyttermoen, Torgeir & Vaagaasar, Anne Live (Lates edition). *Värdeskapande projektledning* Studentlitteratur AB, Lund. 348 pages.

Stjernberg, Torbjörn, Söderlund, Jonas & Wikström, Ewa (latest edition). *Projektliv – Villkor för uthållig projektverksamhet*. Studentlitteratur. Selected pages, 292 pages.

Project / Internship Report 15.0 credits

Literature is chosen together with the course coordinator.