



## 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 Group**

Sociology

### **Level of classification**

First Level

### **Progression**

G2F

### **Date of Ratification**

Approved 2009-07-17

Revised 2014-10-28 by Faculty of Social Sciences. Revision of readinglist, the content for module 1 and the objectives.

The course syllabus is valid from spring semester 2015

### **Prerequisites**

90 credits in social science and behavioural science.

## Objectives

Upon course completion the student shall be able to:

- demonstrate advanced knowledge of Human Resource Management, staff development and organizational change in modern private and public organizations,
- describe and analyse the HR function's strategic value creation and development tasks, from both a national and an international perspective,
- analyse, create and develop the human-resource function in an HR context,
- demonstrate advanced knowledge and understand the conditions required to develop and modify groups and individuals in organizations with a focus on skills and learning, and
- carry out and document a project with a focus on HR issues in an organization.

## Content

The course consists of three modules.

### ***Module 1 Human Resource Management/Development 7.5 credits***

This module provides understanding of and insights into the conditions for establishing and developing the human-resource function within organizations. Focus will be on the HR professional status and tasks in relation to the strategic dimension. Core elements of

the HR function, such as ethics, planning, recruitment and evaluation of performance are included as well as knowledge management and value creation through HR.

### ***Module 2 Project Work 7.5 credits***

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

### ***Module 3 Project / Internship Report 15 credits***

#### **Option A: Project**

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

#### **Option B: Internship Report**

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

The internship is for 10 weeks and a contract is written with the organization, the student and the university.

### **Type of Instruction**

A combination 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).

Assessment through individual written tests and/or by the examination of assignments.

Students who fail the regular examination will be given a re-examination opportunity in connection to the regular examination.

### **Course Evaluation**

A course evaluation will be carried out at the end of the course in accordance with the guidelines of the Linnaeus University. The compilation is delivered to the programme council, as well as to the teacher of the course. The next time the course is given the students are informed of the results of the previous course evaluation and any changes that have been made in the course.

### **Other**

The course is studied as a separate, independent course.

### **Required Reading and Additional Study Material**

#### ***List of references Module 1 - Human Resource Management/Development 7.5 credits***

##### **Mandatory literature**

Armstrong, M. (2006) *A Handbook of Human Resource Management Practice*. 10th edition. Kogan and Page. (Available as an E-book at Ebrary). 450 pages.

Söderlund, J. & Bredin, K. (2005) *Perspektiv på HRM*. Liber. 200 pages.

Tengblad, S. (2003) *Den myndige medarbetaren: strategier för konstruktivt medarbetarskap*.

Liber. 240 pages.

### **Articles**

#### **Reference literature**

Hofstede, G. & Hofstede, G. J. (2005) *Organisationer och kulturer*. Studentlitteratur. 420 pages.

***List of references Module 2 - Project Work 7.5 credits***

- Bergman, P. m fl (2005) *Samhällsvetenskapens hantverk*. Arkiv. 183 pages.  
Nordberg, K. (2008) *Projekthandboken*. Förlags AB Björnen. 112 pages.  
Rienecker, L. & Jörgensten Stray, P. (2002) *Att skriva en bra uppsats*. Liber. 270 pages.  
Stjernberg, T., Söderlund, J. & Wikström, E. (2008) *Projektliv – Villkor för uthållig projektverksamhet*. Studentlitteratur. Valda delar, 292 pages.

***List of references Module 3 - Project / Internship Report 15 credits***

Literature is chosen in collaboration with the tutor.