



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 2016-12-07 by Faculty of Social Sciences. Revision on the course literature.

The course syllabus is valid from spring semester 2017

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

Allvin, Michael (2006). Gränslöst arbete: socialpsykologiska perspektiv på det nya arbetslivet. 1. uppl. Malmö: Liber 188 pages

Armstrong, Michael (2009). Armstrong's handbook of human resource management practice [Elektronisk resurs]. 11th ed. London: Kogan Page (Available as an E-book at Ebrary). 450 pages.

Damm, Margareta & Dahte, Birgitta (2016). HR - yrke, profession eller professionalism?. Upplaga 1:1 Lund: Studentlitteratur. 183 pages

Eriksson-Zetterquist, Ulla (2009). Institutionell teori: idéer, moden, förändring. 1. uppl. Malmö: Liber. 168 sidor.

Smith, Joanne R. & Haslam, S. Alexander. (red.) Social Psychology. Revisiting the Classic Studies. London: Sage. 217 sidor.

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.