



## 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 2019-08-22 by Faculty of Social Sciences. Updating the literature list.

The course syllabus is valid from spring semester 2020

### **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).

For the grade Pass all the goals for the learning outcomes has to be achieved.

Assessment through individual written tests and by the examination of assignments. For the grade Pass with distinction on the whole course the student has to achieved Pass with distinction on at least 22,5 hp.

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 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. The course evaluation is conducted anonymous.

## Required Reading and Additional Study Material

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

#### **Mandatory literature**

Ahl, Helene, Bergmo-Prvulovic Ingela & Kihlhammar, Karin (latest edition). *HR: att ta tillvara mänskliga resurser*. Studentlitteratur AB, Lund 277 pages.

Alvin, Michael (latest edition). *Gränslöst arbete: socialpsykologiska perspektiv på det nya arbetslivet*. 1. uppl. Malmö: Liber 188 pages.

Armstrong, Michael (latest edition). *Armstrong's handbook of human resource management practice*. London: Kogan Page. 721 pages, parts of.  
Nilsson, Peter, Wallo, Andreas, Römqvist, Dan och Davidsson, Bo (latest edition). *Human Resource Development: att utveckla medarbetare och organisationer*. 1. uppl. Studentlitteratur 219 sidor.  
Eriksson-Zetterquist, Ulla (latest edition). *Institutionell teori: idéer, moden, förändring*. 1. uppl. Malmö: Liber. 168 sidor.  
Articles

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

Schødt, Ann C. (senaste upplagan). *Värdeskapande HR-Ledning – Så utvecklar du mänskliga resurser utifrån verksamhetens behov*. Liber AB, Malmö. 280 sidor.  
Skyttermoen, Torgeir & Vaagaasar, Anne Live (senaste upplagan). *Värdeskapande projektledning* Studentlitteratur AB, Lund. 348 pages.

Stjernberg, Torbjörn, Söderlund, Jonas & Wikström, Ewa (latest edition). *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.