



## 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 2021-11-18 by Faculty of Social Sciences. Revision of literature.

The course syllabus is valid from spring semester 2022

### **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.

### ***Module 1 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.

### ***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 organisation. This module consist of lectures, exercises and workshops about planning, data collecting, writing reports, 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 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.

Students who fail the scheduled examination will be offered a re-examination opportunity in connection with the scheduled examination date.

## Course Evaluation

A course evaluation is carried out either during or at the end of the course. Results and analysis of the evaluation are presented to the students who have completed the course as well as to new students at the following course date. The course evaluation is conducted anonymously.

## 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. 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.

#### ***List of references Module 2 - 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.

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

Literature is chosen together with the course coordinator.