



## Course syllabus

School of Business and Economics

Department of Organisation and Entrepreneurship

4FE029 Human Resource Management, 7,5 högskolepoäng

Human Resource Management, 7.5 credits

### **Main field of study**

Business Administration

### **Subject Group**

Business Administration

### **Level of classification**

Second Level

### **Progression**

A1N

### **Date of Ratification**

Approved by School of Business and Economics 2014-01-22

The course syllabus is valid from autumn semester 2014

### **Prerequisites**

General entry requirements for studies on second level, and specific entry requirements: Business Administration with at least 90 credits within the main field of Business Administration or the equivalent.

## Objectives

After completed course the student is expected to be able to:

- account for and critically analyse theoretical premises of Human Resource Management and its connection to Strategic Human Resource Management
- account for and critically analyse theoretical premises of Strategic Human Resource Management
- account for and critically analyse links between Human Resource Management and Strategic Human Resource Management
- identify and critically analyse current concepts, development tendencies and trends within HRM
- discuss the consequences that HRM and SHRM may have for people, organisations and societies
- apply knowledge and skills within various HR processes in concrete cases

## Content

The course contains:

- theoretical premises of HRM
- theoretical premises of SHRM
- HRM and SHRM concepts
- HR processes: recruitment, performance, skills development, termination and staff welfare
- criticism of HRM

## Type of Instruction

Lectures, exercises and seminars. Obligatory parts are stated in the schedule.

## Examination

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

The course is assessed through written examination and group assignments.

Results are graded using one of the terms Passed with distinction, Pass or Fail, and A-F according to the ECTS scale.

For the grade pass, the objectives have to be reached; the grade is based upon the degree to which the objectives are met. The weighing of the grades to the course grade is following the principles in the document "Principer för betygsrapportering dnr: ELNU 2011/160".

Students who do not achieve a satisfactory result in the examinations are permitted to make a second attempt approximately 5-8 weeks after the normal examination date.

The student will have a minimum of five occasions for written exams in relation to the syllabus to which the student was accepted. Usually 3 occasions per academic year.

## Course Evaluation

A written course evaluation is carried out and compiled in a report, which is archived at the faculty. The results and possible measures taken are communicated by the course coordinator and presented to the students the next time the course is given, or in another way deemed suitable by the course coordinator. Other types of course evaluations, for example regular evaluations throughout the course or discussions with students, will be included and encouraged with the aim of ensuring continuous quality development.

## Required Reading and Additional Study Material

### Required reading

Leatherbarrow, C., Fletcher, J. & Currie, D. (2010). *Introduction to Human Resource Management: A Guide to HR in Practice*. Chartered Institute of Personnel & Development. 456 pages.

Warhurst, C., Carré, F., Findlay, P. & Tilly, C. (2010). *Are Bad Jobs Inevitable?: Trends, Determinants and Responses to Job Quality in the Twenty-First Century (Critical Perspectives on Work and Employment)*. Palgrave Macmillan. 280 pages.