



Course syllabus

School of Business and Economics
Department of Organisation and Entrepreneurship

4FE092 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 2014-10-01

The course syllabus is valid from autumn semester 2015

Prerequisites

General entry requirements for studies on second level, and specific entry requirements:
Business Administration 90 credits, English B/English 6, 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 A, B, C, D, E, Fx or F.

The course is assessed through written examination and group assignments.

The grade A constitutes the highest grade on the scale and the remaining grades follow in descending order where the grade E is the lowest grade on the scale that will result in a pass. The grade F means that the student's performance is assessed as fail.

After each regular examination there will be at least one new examination in close proximity to the date the results of the regular exam were posted. A minimum of five occasions for written exams will be offered in relation to the syllabus to which the student was accepted. Usually three occasions per academic year are offered. Students that fail reports can complement after instructions from the examiner to obtain a pass grade.

Grading criteria for the A–F scale are communicated in writing to the student by the start of the course/module at the latest, as well as how grades on separate elements of examination are weighed to a final course grade.

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.

Credit Overlap

This course cannot be part of a degree in combination with another course in which the content fully or partly correspond to the content of this course: The course overlaps 4FE029 with 7.5 credits.

Required Reading and Additional Study Material

Required reading

Bolton, S. & Houlihan, M. (eds.) (2007). *Searching for the Human in Human Resource Management*. Palgrave MacMillan: New York. 315 pages.

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.