



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 2014-10-01

Revised 2016-09-06 by School of Business and Economics. Revision due to changed literature.

The course syllabus is valid from autumn semester 2016

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.

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

During the implementation of the course or in close connection to the course a course evaluation is to be carried out. Result and analysis of the course evaluation is to be presented as feedback both to the students who have completed the course and to the students who are to participate on the course the next time it is offered. The course evaluation is to be carried out anonymously.

Credit Overlap

The course cannot be included in a degree along with the following course/courses of which the content fully, or partly, corresponds to the content of this course: The course overlaps 4FE029 with 7.5 credits.

Required Reading and Additional Study Material

Required reading

Leatherbarrow, C., Fletcher, J. & Currie, D. (2014). 3rd ed. *Introduction to Human Resource Management: A Guide to HR in Practice*. Chartered Institute of Personnel & Development. 456 pages.

Scientific articles, about 300 pages.