



## Programme syllabus

Faculty Board of Business, Economics and Design  
School of Business and Economics

Human Resource Management - personalledning och organisationsutveckling, 180 högskolepoäng

Human Resource Management Programme - Personnel Management and Organisational Development, 180 credits

### **Level**

First Level

### **Establishment of Programme**

Established by Organisational Committee 2009-03-26

### **Date of Ratification**

Approved by 2009-09-15

The programme syllabus is valid from autumn semester 2011

Revised 2010-12-08

### **Prerequisites**

General entry requirements and Civics 1b / 1a1 +1a2, Mathematics 2a / 2b / 2c or Civics A, English B, Mathematics B (Field-specific entry requirements 4/A4). General entry requirements as well as English B, Mathematics B and Social Sciences A

### **Description of Programme**

Human Resource Management is a Business and Economics education with specialisation in management and development of people in businesses and organisation. The aim of the programme is to provide an understanding for central functions of human resource work, such as recruiting, performance measuring, reward and personnel development, as well as questions on motivation, engagement and readiness for change. The connection between health, effectiveness and profitability in businesses and organisations is emphasised and connected to questions concerning quality of life and balance between working life and private life.

### **Objectives**

Central degree objectives in accordance with the Higher Education Ordinance

#### *Knowledge and Understanding*

For a University Diploma students must

– demonstrate knowledge and understanding of their main field of study, including an awareness of the scientific basis of the field and knowledge of some applicable methods in the field, specialization in some part of the field and orientation about current research issues.

### *Skills and Abilities*

For a University Diploma students must

- demonstrate an ability to seek, gather and critically interpret relevant information of a problem, as well as critically discussing phenomena, issues and situations,
- demonstrate an ability to independently identify, formulate and solve problems, as well as carrying out tasks within given time limits,
- demonstrate an ability to present and discuss information, problems and solutions in dialogue with different groups in speech and in writing, and
- demonstrate the skills required to work independently within the field that the programme concerns.

### *Judgement and Approach*

For a University Diploma students must

- demonstrate the ability within the major field of the education to make assessments with consideration taken to relevant scientific, social and ethical aspects,
- demonstrate an insight into the role of knowledge in society and into human responsibility for how knowledge is applied,
- demonstrate an ability to identify their own needs for further knowledge and to develop their competencies.

## Content

The programme is situated at the Faculty for Economy and Design and offered at the School of Economics.

There is a programme co-ordinator who has overall responsibility for the coordination of the different parts of the programme, the programme's development and quality follow-ups.

There is also a programme council consisting of teachers from the programme as well as representatives from every class. The group have net-based meetings to regularly discuss the quality and development of the programme.

### *Programme Overview*

The education is comprised of 180 credits.

During year 1, basic knowledge in business administration is provided. A basic course in labour law provides fundamental knowledge labour law and contract law. Health Management discusses questions surrounding a sustainable working life and strategic health-promotion with focus on peoples' physical, mental and psychological well-being.

Year 2 provides advanced studies in business administration within marketing or financial control, as well as elective courses. Internship courses are linked to the programme. Elective courses may also be carried out as exchange studies.

Year 3 provides advanced studies in Human Resource Management, organisational development and personnel economics. The academic year also contains Business Administration III with specialisation in organisation including a thesis.

### *Programme Courses*

#### **Year 1**

Business Administration I, 30 credits, level G1N (obligatory)\*

Labour Law, 15 credits, level G1N (obligatory)

Health Management I, 15 credits, level G1N (obligatory)

## **Year 2**

Business Administration II - internal accounting/finance or marketing, 30 credits, level G1F (obligatory)\*

Programme-related elective courses - also includes choice of studies abroad, 30 credits

## **Year 3**

Business Administration III, - organisation, 30 credits, level G2E (obligatory)\*

Human Resource Management, 15 credits, level G2F (obligatory)\*

Organisational Development, 7.5 credits, level G1F (obligatory)\*

Personnel Economy in Theory and Practice, 7.5 credits, level G1F (obligatory)\*

Certain courses may be held in English.

Courses may be given in another order.

\* Refers to the programme's main field of study, Business Administration.

At least 30 credits outside of the main field of study are required for the degree.

### *External Contacts*

Students have contact with partner businesses linked to the education. Via partner businesses, students are given the opportunity to visit businesses and organisations in order to learn how the operation works in practice. Access to a network of contacts is provided through cooperation. This allows the possibility of field work within a practical course.

### *Studies Abroad*

Studies abroad are usually carried out during year2. Students are given access to the entire range of agreements with foreign seats of learning that are available within Linnaeus University. Students are also encouraged, if they so wish, to find seats of learning outside of those available through Linnaeus University.

### *Perspectives in Education*

The education provides the tools for the planning and development of organisations and personnel functions with a *sustainable perspective*. Students should be able to apply theories and concepts as well as analyse and develop methods for HRM in such a way that personnel management is carried out in an economical, cultural, social and environmentally friendly way.

The education has a integrated sex and *gender perspective* to clarify and problematize the conditions and prerequisites of personnel and the business as well as to demonstrate the cultural and social development within health and economy.

*Internationalisation* is observed with regard to the international labour market; an increasingly multi-cultural society and an growing movement among workers and businesses. EU regulations and the internationalisation of businesses is highlighted in the education. English course literature will be included.

## **Quality Development**

The programme coordinator works to ensure the quality of the programme; everything from individual student contact to course and programme development. The programme has an advisory body that is made up of student representatives from all years who participate in quality assurance questions. Work within the advisory body is headed by the programme coordinator. Student representation from the School of Economics education programme exists in the institutional board and in important working groups where quality assurance is a natural feature.

Quality measurement is carried out through course evaluations in oral and/or written form during every course. What is more, an extensive evaluation of everything other than courses is carried out on a regular basis. Compilations of various evaluations are available at the seat of learning.

### Degree Certificate

Following completion of studies fulfilling the requirements as stated in the Higher Education Ordinance degree ordinance and the local degree ordinance for Linnaeus University, the student can apply for the award of the degree. Students who have pursued studies in Human Resource Management - personnel management and organisational development may obtain the following degree:

Bachelor of Social Science with specialization in Human Resource Management.  
*Main field of study: Business Administration*

The degree certificate is bilingual (Swedish/English). The degree certificate will be accompanied by a Diploma Supplement (English).

Obligatory courses are required for the above named degree certificate.

### Other Information

Requirements for all courses within the programme are specified in all course syllabi and should be fulfilled at the beginning of the course at the very latest.