



Programme syllabus

Faculty of Social Sciences

Personal och arbetsliv, 180 högskolepoäng

Human Resource Management Programme, 180 credits

Level

First Level

Date of Ratification

Approved 2009-09-15

Revised 2014-12-04 by the Faculty Board within the Faculty of Social Sciences

The programme syllabus is valid from autumn semester 2015

Prerequisites

General entry requirements and Civics A, English B or Civics 1b / 1a1 +1a2 (Field-specific entry requirements 6/A6).

Description of Programme

Aim

Human Resource Management Programme provides general and professional knowledge and proficiency essential for professional activities in HR-area but also forms a basis for further professional development. Particular emphasis is placed on organizational, managerial and development issues. The programme is aimed at all sectors, i.e. private, municipal, county, municipal governmental and non-profit sector.

Objectives

Key objectives in accordance with the Higher Education Regulation

Knowledge and comprehension

In order to obtain a bachelor's degree the student is expected to:

- Demonstrate knowledge and understanding of the main field of study, including knowledge of the study's scientific basis, have knowledge of applicable methods, have advanced knowledge of specific issues and have general knowledge of current research issues.

Proficiency and Capability

In order to obtain a bachelor's degree the student is expected to:

- Demonstrate the ability to search, collect, evaluate and critically interpret relevant information and a problem formulations and be able to discuss events, issues and situations

- Demonstrate the ability to independently identify, formulate and solve problems, and to perform tasks in a timely manner,
- Demonstrate the ability to verbally and in writing to present and discuss information, problems and solutions in a dialogue with various groups, and
- Demonstrate the skill required to work independently within the field of study.

Evaluative capability and attitude

In order to obtain a bachelor's degree the student is expected to:

- Demonstrate ability in the main field of study to make assessments based on relevant scientific, social and ethical aspects;
- Demonstrate insight of the role of knowledge in society and on human responsibility for its usage, and
- Demonstrate the ability to identify the personal need for further knowledge and to develop his / her individual competence.

Content

Organization

For the education, a program director has an overall responsibility for the program.

Programme Overview

The program consists of a single basic block of 60 credits and an optional advanced part with specialization in a major field, for example education, psychology, social psychology or sociology covering 90 credits and an additional 30 credits. Optional major fields will be presented at the start of the programme.

Students may choose to study advanced studies relevant to the programme and in which postgraduate studies are provided.

In the optional course during the sixth semester, students choose to study courses of 30 credits that are relevant to programme content or participate in the programme of international exchanges at Linnaeus University.

Year 1

Basic level, Semesters 1-2

Organization, leadership and development, 9 credits, G1N*

This course provides an introduction to the program and university studies as well as information about what it can mean to work with personal-/HR-issues. The course also provides knowledge of basic organizational theory, where among other leadership, organization and skills, ethics and diversity issues. Furthermore, studies change aspects of an individual, group, organizational and societal perspective.

Behavioral introduction, 15 credits, G1N*

The course contains and treats elementary science theory, basic theoretical knowledge in the major fields of psychology, sociology, social psychology and pedagogy, knowledge of the relationship between and the interaction between individual, group, organization and society, knowledge of psychosocial issues.

The course also aims to give the student an ability to analyze and understand various problems in the workplace.

Economics and Political Science, 6 credits; G1N*

The course discusses and deals with the organization of society and policy instruments, public administration, business and social organizations, socio-economic grounds, the social emergence and functioning.

Term 2: The base block

Employment Law Basics, 15 credits, G1N *

The course includes an introduction to the legal system, sources of law and legal method with a focus on participation. The course deals with the interaction between labor law and collective agreements as well as differences in work legally between the private and public sectors as well as the contents of key legislation concerning association and collective bargaining, co-determination, collective, contest right and more. It also looks at the individual worker's legal status in the form of employment and protection against discrimination on grounds of gender, ethnicity, disability, sexual orientation or part-time work, as well as questions about the working environment and working hours, vacation and other time off.

Business Administration with accounting personnel and Statistics, 15 credits, G1N*

This course will provide an understanding of economic thinking, knowledge of the business concepts apparatus, knowledge of the basic models in accounting, budgeting and financial assessment, understanding of how economic thinking used in personnel work, knowledge of personnel statistics plus knowledge to assess the costs of absenteeism, workplace injuries, employee turnover and the development and termination of personnel, personal accounting role in economic governance as well as the design of attractive workplaces.

Year 2

Term 3-5

The depression part is a progressive specialization in a major field, for example psychology, social psychology, sociology, education or labour law (legal science) at 1-90 hp level. Optional major fields will be presented at the start of the programme. For a description of courses in different major fields, see special curricula.

@ @ Course in the subject area chosen among courses offered for sale subject to availability. Studies in the main area will be relevant to the program's overall direction.

@ @ The studies should lead to at least 90 credits in a subject area.

@ @ Studies in the main area must include an independent project of at least 15 credits.

@ @ Plan for studies in the main field will be made up in consultation with the program director.

Term 3: Progression, for example

Pedagogy, 30 credits, G1N*

//or//

Psychology, 30 credits, G1N*

//or//

Sociology, 30 credits, G1N*

//or//

Social Psychology, 30 credits, G1N*

//or//

Labour Law (Legal Science), 30 credits, G1N*/G1F*

// or //

Studies in another subject area, 30 credits, G1N* or G1F*

Term 4: Progression, for example

Pedagogy, 30 credits, G1F*

//or//

Psychology, 30 credits, G1F*

//or//

Sociology, 30 credits, G1F*

//or//

Social Psychology, 30 credits, G1F*

//or//

Labour Law (Legal Science), 30 credits, G1F*/G2E*

// or //

Studies in another subject area, 30 credits, G1F*

Year 3

Term 5: Progression, for example

Pedagogy, 30 credits, G2E*

//or//

Psychology, 30 credits, G2E*

//or//

Sociology, 30 credits, G2E*

//or//

Social Psychology, 30 credits, G2E*

//or//

Labour Law (Legal Science), 15 credits, G2E*, and a optional course, 15 credits, G1N or G1F

// or //

Studies in another subject area, 30 credits, G2E*

Term 6: Optional course

Independent course, 30 credits, G1N*, G1F*

// or //

Profile course, 30 credits, G2F*

// or //

Study abroad, 30 credits

* = Course in main area

Community contacts

During the first two semesters, students have contact with a mentor. The training involved working life representatives as guest speakers. Students also have the opportunity to choose job training during the sixth semester and arranges then himself his OJT. For the OJT a contract is signed between the three member parties; student, the organization concerned and Linnaeus University, where it is clear what is expected of the parties.

Study abroad / Profile Courses / Subject studies

After the first two semesters, students may choose a relevant course of 30 credits or participate in international exchange programs available at Linnaeus University. The election shall be made in consultation with the program director. For further information about courses see specific syllabi.

Perspectives in Education

The training provides knowledge and application of anti-discrimination legislation, health and safety law and other labor legislation relevant to sustainable development , gender and diversity. It also provides knowledge of sustainable organizations, sustainable leadership, sustainable employee health and health promotion. It also provides tools for professional development activities and quality work in order to create a sustainable working. The training provides further tools to analyze and evaluate interventions in the field.

The program built a comparative perspective, both nationally and internationally on working in a broad sense and staff work in particular.

Guest speakers from other countries are engaged and literature in English as well as Danish and Norwegian may occur.

It is possible to study abroad during the programme.

Quality Development

The program's layout and content is monitored twice a year, or if necessary of the program director, the teachers and students. Written evaluations are ongoing for each course and the results are communicated to interested students. At the end of each term a development meeting is held where students, faculty and the programme director discuss programme content, modules from a development perspective. The results are communicated to all involved and serves as a discussion paper for the future development results. Compilations of course and program evaluations are filed by the School of Social Sciences.

Degree Certificate

After completing program studies and completing studies equivalent to the requirements listed in both the Higher Education Regulations and Degree qualification and the requirements of Linnaeus University, students can apply for a diploma. Those who complete Human Resource Management Programme can obtain the following degree:

Bachelor of Science with specialization in Human Resource Management.

Main field of studies might be Pedagogics/ Psychology/ Social Psychology/ Sociology/ Labour Law (Legal Science), or in another relevant subject area.

The diploma is bilingual (Swedish / English). Students are to receive a diploma and a Diploma Supplement (English).

Other Information

Some of the courses are tutored 100 % or partly in English. Some of the modules of are co-read with students from other courses/programmes.

Studies at foreign universities may be pursued and be included after the studies carried out on basic level. This provided that the student is admitted as an exchange student in accordance with the regulations set by the School of Social Sciences and the Board of the Institute of Social Sciences. The right to get academic credits recognized, which are included in the programme, are made by each major area of studies/area manager/head teachers. Studies abroad should be planned in consultation with the programme director and the area of studies/area manager head teachers. In case of dispute the School board will have the final say.