



## DEPARTMENT OF SOCIOLOGY AND WORK SCIENCE

### **PV1238 Globalization and organizing, 7.5 credits**

Globalisering och organisering, 7,5 högskolepoäng

*First Cycle*

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#### **Confirmation**

This course syllabus was confirmed by Department of Sociology and Work Science on 2015-12-03 and was last revised on 2020-11-10 to be valid from 2021-01-18, spring semester of 2021.

*Field of education:* Social Sciences 100%

*Department:* Department of Sociology and Work Science

#### **Position in the educational system**

The course is a programme course that is included in the bachelor program Human Resource Management and Labour Relations and is given as an advanced course during semester 6.

The course can be part of the following programme: 1) Programme in Human Resource Management and Labour relations (SIPER)

#### *Main field of studies*

Human Resource Management and Labour Relations

#### *Specialization*

G2F, First cycle, has at least 60 credits in first-cycle course/s as entry requirements

#### **Entry requirements**

For admission to the course, it is required that the student has at least 60 credits in Human Resources and Labour studies at first cycle level or the equivalent.

#### **Learning outcomes**

On successful completion of the course the student will be able to:

*Knowledge and understanding*

1. Explain trends in the society that affects domestic and international HRM practices by using the main theories in globalisation and international HRM.

*Competence and skills*

2. Analyze from a theoretical perspective how globalization affects HRM in domestic and international contexts.

3. Give an account for how globalization influences HRM in domestic and international contexts.

*Judgement and approach*

4. Critically assess contemporary issues concerning globalization and organizing affecting HRM in domestic and international contexts.

**Course content**

The course treats new organizational issues that extend beyond individual workplaces, organisations and nations and how these global relations influence the strategic HR-work and employment relations in different countries and on different local, national and global levels. The reverse perspective will also be analysed; i.e. the challenge and possibility of strategic HR-work to influence organisations globally, nationally and locally. The course demonstrates how organisations and individuals are to a large extent influenced by general changes linked to globalisation, nationalisation or individualisation such as technical changes, competition, legislation, and international agreements.

**Form of teaching**

The teaching consists of educational activities lectures and seminars. Compulsory written assignments (individually and/or in groups) can be requested.

*Language of instruction:* English

Elements in Swedish can be included (e.g., if all attending students understand Swedish).

**Assessment**

The participants are examined individually.

The Learning Outcomes 1 and 4 are assessed in written assignments, written examinations, and the level of active participation in classes.

The Learning Outcomes 2 and 3 are assessed in written assignments and the level of active participation in classes.

An examination component may cover multiple Learning Outcomes.

Compulsory written assignments (individually and/or in groups) can be requested. The assessment is always done by a designated examiner. A written assignment receiving a Fail grade is possible to revise for a Pass grade. Such a revision should be submitted before the deadline specified by the examiner. If a student is hindered to attend a compulsory seminar, the student is requested to submit a written assignment that is related to the topic of the compulsory seminar and its designated literature. This written assignment should be submitted before the deadline specified by the examiner.

If a student who failed twice on the same examined component wants to change examiner before the next examination, he or she should send a written request to the responsible department and the request will be approved if there are no special causes for turning it down (HF chapter 6 section 22).

In cases where a course has been discontinued or has undergone major changes, the student shall normally be guaranteed at least three examination occasions (including the ordinary examination) during a period of at least one year from the last time the course was given.

### **Grades**

The grading scale comprises: Pass with Distinction (VG), Pass (G) and Fail (U).

### **Course evaluation**

Course leader is responsible for giving the students possibility to evaluate the course during the course or at the end of the course. To the extent that it is practically possible, a discussion between teachers, examiner and representatives for the students should take place. Protocols, notes from this discussion should be delivered to the director of studies in summarised form. At the planning of next course date, it should be clear how the results of the evaluation are taken into account. A summary of results of earlier evaluation should also be available via the webpage or other means. The results of (and possible changes to) the course are to be shared with the students who participated in the evaluation and students who are starting course.

### **Additional information**

If the course is changed with regard to contents and/or literature, examination according to this course syllabus takes place in a year after the change. After that, each case will be

judged individually to determine if the examination can be made according the old course syllabus. If the course is canceled, it may still be examined within two years after the course was offered. Thereafter, each case will be examined individually to determine if examination may be offered.