



## DEPARTMENT OF SOCIOLOGY AND WORK SCIENCE

### **PV2201 Human Resource Management in a Societal Perspective, 15 credits**

Personalarbete i ett samhällsperspektiv, 15 högskolepoäng

*Second Cycle*

---

#### **Confirmation**

This course syllabus was confirmed by Faculty of Social Sciences on 2010-12-21 and was last revised on 2017-11-24 by Department of Sociology and Work Science to be valid from 2018-09-03, autumn semester of 2018.

*Field of education:* Social Sciences 100%

*Department:* Department of Sociology and Work Science

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

The course is an in-depth programme course given within the Master Programme in Strategic Human Resource Management and Labour Relations within the Faculty of Social Sciences, or as a freestanding course.

The course can be part of the following programmes: 1) Programme for Master in Sociology (S2SOC) and 2) Master's Programme in Strategic Human Resource Management and Labour Relations (S2HRM)

#### *Main field of studies*

Strategic Human Resource Management and Labour Relations

#### *Specialization*

A1F, Second cycle, has second-cycle course/s as entry requirements

#### **Entry requirements**

To be eligible for the course, the student must be accepted to the Master Programme in Strategic Human Resource Management and Labour Relations within the Faculty of Social Sciences, or the Programme for Master in Sociology within the Faculty of Social Sciences alternatively a bachelor's degree in a social or behavioral science field and at least 15 credits on the advanced level. English 6/English B or the equivalent level of an internationally recognized test, for example TOEFL, IELTS.

## Learning outcomes

*After completion of the course the student is expected to be able to:*

### *Knowledge and understanding*

- Comprehensively discuss how different institutions can be understood as societal conditions that affect the organization of human resources at work.
- From a comparative perspective, describe and explain how different labour market models may condition the HR-function.
- Critically discuss different strategies for flexibility and its consequences for employees

### *Competence and skills*

- Develop an understanding of how applications of a HRM-strategy emerge in different institutional settings.

### *Judgement and approach*

- Thoroughly and critically evaluate the effects of different employment strategies for HRM

## Course content

This course provides a deeper level of theoretical and empirical understanding of the impacts of societal conditions such as labour market models, and changes such as new patterns of employment contracts, labour market policies and unemployment, influencing the organization of human resources. The course focus on contemporary research about, and theoretical perspectives on institutional conditions, shaping societal changes (e.g. globalization and individualization) with an impact on HRM. The course is divided into three sections:

Societal trends (Samhällsförändringar), 7 higher education credits.

The first section in the course provides knowledge about institutions as a concept, different schools of institutional analysis and how they look at institutional conditions structuring the organization of human resources. It is discussed how institutional concepts and conditions allow us to understand and analyse how human resources at work are structured by institutionalized societal conditions like ethnicity, class, gender etc. and how such conditions change, e.g. in relation to globalization and individualization. The scope of changes is critically discussed and related to HRM issues such as attitudes to work and work organizations. This part of the course contain an individually written home exam.

Labour relations (Arbetsmarknadsrelationer), 5 higher education credits.

The second section in the course introduces theories for analysing labour relations, e.g. institutional theories, and also adds an empirical approach to how we may understand the way institutional conditions shape the organization of human resources. This is done by providing knowledge about the Nordic labour market model, the Continental and the Anglo-Saxon models, but also employment relations outside Europe. The characteristics of these different models are discussed in a comparative perspective and illustrated by case studies for deeper analysis. This discussion also connects to labour market policies and unemployment rates in different countries. The global labour market is discussed in relation to the different labour market models and special attention is paid to how HRM works in the different models regarding, for example negotiations and co-operations with other organizations. Examination of this part of the course is based on a paper written in teams.

Employment strategies (Bemanningsstrategier), 3 higher education credits

The third section in the course relates to the second section but focus more specifically on employment strategies. That is, it is a part of the course where focus lay on contemporary changes in employment relations and the demand for flexibility. This section starts with a critical discussion about flexibility and continues with empirical evidence of changes in employment practices. This part of the course is examined by an individually written home exam.

### **Form of teaching**

Forms of teaching used in this course include lectures and seminars. Furthermore, examinations is based on a paper written in teams and two individually written home exams.

*Language of instruction:* English

### **Assessment**

Examination is based on a paper written in teams, seminars and two individually written home exams.

### **Grades**

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

To obtain Pass grade the student must have at least Pass in all examinations. To obtain Pass with Distinction the student must have at least Pass with Distinction at two of the

examinations and Pass at a third one.

**Course evaluation**

It is the department responsible for the course that is to provide evaluations and to have the results processed. The results of the course evaluations are to be made accessible to students. Processed results should be made available no later than eight weeks from the end of course.