



DEPARTMENT OF SOCIOLOGY AND WORK SCIENCE

PV2101 Strategic Human Resource Management, 15 credits

Strategiskt personalarbete, 15 högskolepoäng

Second Cycle

Confirmation

This course syllabus was confirmed by Faculty of Social Sciences on 2009-10-13 and was last revised on 2019-09-16 by Department of Sociology and Work Science to be valid from 2019-09-16, autumn semester of 2019.

Field of education: Social Sciences 100%

Department: Department of Sociology and Work Science

Other participating department

Department of Business Administration

Position in the educational system

The course is a programme course given within the Master's Programme in Strategic Human Resource Management and Labour Relations within the Faculty of Social Sciences.

It is a core course.

Main field of studies

Strategic Human Resource Management
and Labour Relations

Specialization

A1N, Second cycle, has only first-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 within the Faculty of Social Sciences.

Learning outcomes

After completing the course the students will be able to:

Knowledge and understanding

1. Describe the meanings of HRM and personnel practices in theory and current trends
2. Explain how HRM theories are linked to strategy
3. Account for the role of strategy in organizations

Skills and abilities

4. Independently search for and analyze theoretical and practical knowledge (e.g. literature, scientific journals/articles, practical sources and own experiences)
5. Identify strategic problems, particularly concerning strategic business development and renewal, and apply relevant theoretical perspectives on real cases
6. Discuss, analyse and evaluate the strategy process, orally and in writing

Judgment and approach

7. Critically investigate HRM trends, in theory and practice, in relation to different national and cultural characteristics
8. Develop and maintain a learning and teamwork approach

The course is sustainability-related, which means that at least one of the learning outcomes clearly shows that the course content meets at least one of the University of Gothenburg's confirmed sustainability criteria.

Course content

This course introduces students to different Human Resource practices as well as to a strategic perspective of Human Resource Management (HRM). HRM refers to activities associated with the management of work and people in organisations. Strategic Human Resource Management is concerned with how organizations meet and manage significant threats and challenges in the environment and transform these into human resource strategies.

The course is organized in two sub-courses:

Sub-course 1: Introduction to SHRM (Introduktion till strategiskt personalarbete), 7,5 hec

In the beginning of *the first sub-course* – personnel practices such as recruitment, selection, training and development, health and safety, compensation and redundancies,

will be dealt with. Also, the historical development of SHRM will be analysed with the aim to understand its practical work and the point(s) of departure in specific historical periods of time, with a certain focus on the changing historical and institutional context in which knowledge about Strategic HRM has developed. Then *the first sub-course* develops and integrates an understanding of how HRM is linked to strategic management of the business. More specific, we focus on an outward perspective that includes themes such as the work organisation, the cultural aspects, the diversity in organisations, organising HR work, and HRM strategies in different contexts. The course wants to provide insight into “the real HR working life” where managers and coworkers continuously learn and develop themselves and their immediate surroundings.

Sub-course 2: Strategy and organization (Strategi och organisation), 7,5 hec

The purpose of *the second sub-course* – Strategy and Organization - is to develop an understanding of the processes leading to strategic renewal as well as an ability to apply this understanding to real current problems. This part of the course aims at preparing students to take part in business development and strategic work as HR strategists and, in later stages of their careers, to lead such processes. Strategic problems and possibilities that arise in organisations will be in focus of this second sub-course. Important aspects are not only the company’s positioning in relation to its market, but also the technological development, the supply of labour, political developments in society and other factors relevant for how organizations manage their business.

Form of teaching

Language of instruction: English

All lectures, seminars, group work, presentations and consultations will be in English

Assessment

The first sub-course will be examined in the following way:

Learning outcome 1 will be examined by a written group-report (I), and an individual paper.

Learning outcome 2 will be examined by a written group-report (II), participation in seminars, and an individual paper.

Learning outcome 4 will be examined by two written group-reports (I+II), assessments of other groups' reports, participation in seminars, and an individual paper.

Learning outcome 7 will be examined by a written group-report (II), participation in seminars, and an individual paper.

Learning outcome 8 will be examined by two written group-reports (I+II), participation in seminars, assessments of other groups' reports, and an individual paper.

The second sub-course will be examined in the following way:

Learning outcome 3 will be examined through written examination. Learning outcome 5 will be examined through a written report. Learning outcome 6 will also be examined through a written report and orally.

A student who has failed a test twice has the right to change examiner, unless weighty argument can be adduced. The application has to be in writing and shall be sent to the Board of the SHRM-program. The department is to grant such a request without undue delay. In cases where a course has been discontinued or undergone major changes, students should be guaranteed, within a period of one year, at least three examination opportunities (including the regular opportunity) based on the previous format of the course. Literature seminars and presentation seminars are mandatory. Absence from such a moment can after permission from the course leader be replaced by an alternative assignment.

Grades

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

For Pass on the first sub-course, the student needs Pass on group works, seminars, assessments on other groups' reports, and individual paper. For Pass with Distinction the student must also receive Pass with Distinction on individual paper.

For Pass on the second sub-course, Pass is required on all three learning outcomes. For Pass with Distinction on the course, all learning outcomes must have been passed and the overall grade must add up to the level of Pass with Distinction.

To obtain Pass for the full course, the student must have at least Pass on both sub-courses. For Pass with Distinction the student needs Pass with Distinction on both sub-courses.

Completion of graduated student achievement may be admitted up to the level for Pass.

Course evaluation

The course will be evaluated upon completion. The results of the evaluation will be communicated to the students and will function as a guide for the development of the course.