



DEPARTMENT OF SOCIOLOGY AND WORK SCIENCE

PV2104 Human Resource Management in a Societal Perspective, 15 credits

Personalarbete i ett samhällsperspektiv, 15 högskolepoäng

Second Cycle

Confirmation

This course syllabus was confirmed by Department of Sociology and Work Science on 2019-06-03 and was last revised on 2020-05-13 to be valid from 2020-08-31, autumn semester of 2020.

Field of education: Social Sciences 100%

Department: Department of Sociology and Work Science

Position in the educational system

The course is a mandatory core course given within the Master's 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 programme: 1) 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. 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

- Describe and explain how an institutional perspective may be used to understand how social conditions affect employment strategies and relations
From a global comparative perspective, describe and explain different labour market models
Describe and explain HRM in relationship to organisational and institutional settings
Describe and explain what evidence-based HR can be and how a scientific approach can contribute to people management

Competence and skills

- Independently search for, analyse, and present relevant information, secondary data and previous research
- Discuss orally and in writing how information/data can be understood and explained from different theoretical perspectives
- Independently discuss how institutional frameworks affect labour relations and organisational strategies and their possible effects on employees

Judgement and approach

- Critically evaluate institutional and global frameworks affect on HRM
- Critically evaluate possible outcomes and effects that organisational strategies may have upon different categories of employees

Course content

The course deals with how institutional frameworks conditions HRM, organisational strategies and, and what effects organisational strategies can have on employees. Based on institutional theory, the course studies the HR-profession, labour markets, industrial relations and organisational strategies and employment

relations. The course also deals with central sociological concepts such as globalisation, individualisation, power, gender, class, ethnicity and other social categorisations. The course is divided into three sub-courses.

Sub-courses

- 1. HR - an introduction** (*HR - en introduktion*), 3 credits
Grading scale: Pass with Distinction (VG), Pass (G) and Fail (U)
The sub-course discusses the HR-profession, its relationship to science, the organisation and HRs legitimacy in different institutional contexts.

- 2. Labour Relations** (*Arbetsmarknad och arbetsmarknadens parter*), 6 credits
Grading scale: Pass with Distinction (VG), Pass (G) and Fail (U)
Knowledge about how institutional frameworks conditions society and social organisation is the focal point of this sub-course, which deals with the labour market and the role of social partners and the state in different labour market regimes. The course introduces concepts such as globalisation, individualisation, gender, ethnicity, social class.

- 3. Employment Relations and Strategies** (*Anställningsrelationer och strategier*), 6 credits
Grading scale: Pass with Distinction (VG), Pass (G) and Fail (U)
While sub-course 2 focuses on industrial relations (IR), the third sub-course depart from employment relations, i.e. the link between IR and HRM. The sub-course focuses on employment relations in organisations from an institutional perspective. This is studied by, for instance, how organisations in different contexts handle employment, equality, Corporate Social Responsibility (CSR) and other topics.

Form of teaching

Forms of teaching used in this course include lectures, seminars, individual assignments and group work.

Language of instruction: English

Assessment

Sub-course 1: Examination is based on assigned written assignment.

Sub-course 2: Examination is based on active participation in mandatory seminars and a written assignment.

Sub-course 3: Examination is based on active participation in mandatory seminars and a written assignment.

Obligatory seminars may be supplemented by individually written assignments.

Grades

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

Sub-course 1: The grades are based on the criteria given for the individually written assignment.

Sub-course 2: To achieve Pass: presence at obligatory seminars and to meet the criteria for Pass on the written assignment. To achieve Pass with Distinction: presence at obligatory seminars and to meet the criteria for Pass with Distinction on the written assignment.

Sub-course 3: To achieve Pass: presence at obligatory seminars and to meet the criteria for Pass on the written assignment. To achieve Pass with Distinction: presence at obligatory seminars and to meet the criteria for Pass with Distinction on the written assignment.

Course grade: To obtain Pass, students must have fulfilled all obligatory assignments and achieve Pass on all sub-courses. To obtain Pass with Distinction, students must have fulfilled all obligatory assignments and achieve Pass with Distinction on 12/15 credits (i.e. Sub-course 2 and 3).

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.