



DEPARTMENT OF SOCIOLOGY AND WORK SCIENCE

PV2203 Challenges in Strategic Human Resource Management, 15 credits

Utmaningar inom strategiskt personalarbete, 15 högskolepoäng

Second Cycle

Confirmation

This course syllabus was confirmed by Department of Sociology and Work Science on 2012-10-09 and was last revised on 2019-06-03 to be valid from 2019-09-02, autumn semester of 2019.

Field of education: Social Sciences 100%

Department: Department of Sociology and Work Science

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.

This is an in-depth 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

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's Programme in Strategic Human Resource Management and Labour Relations within the Faculty of Social Sciences.

Learning outcomes

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

Knowledge and understanding

1. Describe and discuss current trends connected to scientific knowledge in the field of Strategic Human Resource Management

Skills and abilities

2. Identify and investigate a relevant research problem related to both practice and theoretical developments in the field of Strategic Human Resource Management

3. Identify and review relevant literature and theories in relation to an identified research problem

4. Develop an appropriate research design that can be applied to generate further knowledge in the field of Strategic Human Resource Management.

Judgement and approach

5. Distinguish between different kinds of sources and scientific approaches in Strategic HRM

6. Evaluate the appropriateness of scientific methods and theoretical approaches in relation to practical problems in the field of Strategic HRM

Course content

Sub course 1: Individual written examination, 5 credits.

Grading scale: Pass (G) and Fail (U)

The first part of the course aims at providing students with an update on scientific developments in the field of Strategic Human Resource Management. The course is comprised of seminars and lectures where researchers and practitioners present their current research activities and their view of the state of the art research in their respective area, for example changing practices of Human Resource Management, the role of the HR function in organizations, professionalization of HR, current developments in the labour market, globalization, international Human Resource Management, etc. The themes and topics covered will vary dependent on the developments in the field of Strategic Human Resource Management and the on going research activities. There will be room for emerging research topics to be discussed and analysed. The participants will present a seminar papers in written form.

Sub course 2: Seminars and research plan, 10 credits

Grading scale: Pass with distinction (VG), Pass (G) and Fail (U)

Secondly, the course aims at preparing students for writing their Masters Thesis. The course takes as a point of departure the knowledge and experience developed in the previous courses and provides a deeper insight into various scientific sub-disciplines of Strategic HRM, their respective theoretical and methodological approaches as well as current relevant topics in the field, from both a scientific and practical point of view. The second part of the course is comprised of seminars and lectures where researchers and practitioners present their current research activities and their view of the state of the art research and practice. The participants will present a research proposal in oral and written form. The research proposal can be used as a starting point for writing a master thesis.

Form of teaching

Forms of teaching used in this course include: lectures, seminar paper and a research proposal in oral and written form.

Language of instruction: English

Assessment

The first, second, third and fourth learning outcomes will be examined through a research proposal, together valid 10 hp. The fifth and sixth learning outcome will be examined through seminar papers, valid 5 hp.

Grades

The grading scale comprises: Pass with Distinction (VG), Pass (G) and Fail (U). To obtain Pass for the whole course, the student must have achieved Pass in seminal papers and the research proposal. To obtain Pass with Distinction the student must have achieved Pass in seminar papers and Pass with distinction on the research proposal.

Course evaluation

It is a 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.

Additional information

All lectures, seminars, exercises and tests will be held in English.