



APPLIES TO ACADEMIC YEAR 2004/2005

BMP 2303 Human Resource Management

Program

Bachelor of Management Program

Responsible for the course

Astrid Richardsen

Department

Leadership and Organizational Management

Term

According to study plan

ECTS Credits

30

Objective

The objectives of the Bachelor program in Human Resource Management are to give students an overview of the most important theories and practical applications within the area of human resource management. The program aims to increase the students' interest for and knowledge about personell work, independent of profession and in both public and private sector organizations. The importance of human capital as an added value in contemporary organizations will be emphasized.

Prerequisites

No prerequisites are required, but students ought to have basic knowledge in the area of organizational behaviour and leadership.

Compulsory literature

Dreher, G.F. og T.W. Dougherty. 2002. *Human resource strategy : a behavioral perspective for the general manager* . Boston: McGraw-Hill/Irwin.

Nordhaug, Odd. 2002. *Strategisk personalledelse: Utvalgte emner* . Oslo: Universitetsforlaget.

Nordhaug, Odd. 2002. *LMR: Ledelse av menneskelige ressurser: Måltrettet personal og kompetanseledelse* . 3. utg. Oslo: Universitetsforlaget.

Lai, Linda. 1997. *Strategisk kompetansestyring* . Bergen: Fagbokforlaget.

Arnold, John, Cary L. Cooper and Ivan T. Robertson. 1998. *Work psychology: Understanding human behavior in the workplace* . 3rd ed. London: Pitman.

Bang, Henning. 1995. *Organisasjonkultur* . 3. utg. Oslo: Tano Aschehoug.

Storeng, N.H., T.H. Beck, A. Due Lund. 2002. *Arbeidsrett* . 4. utg. Oslo: Cappelen akademisk forlag.

Northouse, Peter G. 2001. *Leadership: Theory and Practice* . 2nd ed. Thousand Oaks, Calif.: Sage Publications.

Recommended literature

None.

Course outline

Computer-based tools

None.

Course structure

Evaluation

Both evaluations must be passed to obtain a certificate for the program.

Evaluation code(s)

BMP 23031 - term paper, accounts for 60% to pass the program BMP 2303, 30 credits.
BMP23032 - individual 5 hours written exam, accounts for 40% to pass the program BMP 2303, 30 credits.
Both evaluations must be passed to obtain a certificate for the program.

Aids at the examination

None.

Makeup exam

At the next ordinary exam.

Part 1. Strategic Human Resource Management

- Strategic approaches to human resource management - overview
- Strategy and personnel policies
- The new personnel responsibility of the leader
- Ethics and relations in work life

Part 2. Competence and Performance

- Personnel Planning and Competence Analysis
- Mobilization of competence resources
- Learning and development of new competence
- Acquisition, recruitment and selection
- Outsourcing
- Evaluation and follow-up of competence measures

Part 3. Social Dynamics and relationships

- Perception of self and others
- The individual in the group
- Team and team building
- Psychosocial work environment
- Organizational culture
- Ethics and rules of conduct in the work place

Part 4. Change and restructuring

- Job redesign and technology
- Organizational culture and change
- Models for organizational change
- Mergers and downsizing
- Organizational learning
- Ethics and rules of conduct in the work place

Part 5. Leadership and Human Resource Management

- Leader roles and leader functions
- Competence and performance management
- Human relations leadership
- Leadership for change
- Strategic leadership
- Ethics and leadership