



APPLIES TO ACADEMIC YEAR 2004/2005

## ORG 2003 Human Resource Management

### Program

#### Responsible for the course

Geir Kaufmann

#### Department

Leadership and Organizational Management

#### Term

According to study plan

#### ECTS Credits

6

#### Objective

New requirements of today's managers. "Our employees are our main resource" is a statement we often hear. How does modern management contribute to making this statement more concrete? The course aims to give an overview of management tasks in today's work life. Attitudes, values, laws, agreements and societal conditions that affect human resource management will be central themes in this course.

#### Prerequisites

ORG 9601 or equivalent or work experience.

#### Compulsory literature

Storeng, N.H., T. Beck og A. Due Lund. 1999. *Arbeidsrett*. 3. utg. Oslo: Cappelen Akademiske Forlag.  
Nordhaug, Odd. 2002. *Måltrettet personalledelse*. 3. utg. Oslo: Universitetsforlaget.  
Hand-outs.

#### Recommended literature

None.

#### Course outline

- Principles and practice in modern human resource management
- Evolution of the human resource function
- Perceptions of values. Ethics.
- Human resource policy
- Learning and development
- Company culture
- Communication
- Employee dialogues
- Social benefits
- Labour law

#### Computer-based tools

Computer-based tools will not be used in this course.

#### Course structure

The course duration is 36 hours of teaching including classroom teaching, case and group assignment work and classroom discussions.

#### Evaluation

A five-hour individual written examination completes the course.

#### Evaluation code(s)

ORG 20031, 5-hour written exam which accounts for 100% of the grade in ORG 2003, 6 credits.

#### Aids at the examination

All aids are allowed

**Makeup exam**

A re-sit is held in connection with the next scheduled exam in the course.