



APPLIES TO ACADEMIC YEAR 2008/2009

## **BMP 2303 Human Resource Management**

### **Program**

Bachelor of Management

### **Responsible for the course**

Øyvind Martinsen

### **Department**

Department of Leadership and Organizational Behaviour

### **Term**

According to study plan

### **ECTS Credits**

30

### **Language of instruction**

Norwegian

### **Learning outcome**

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**

#### **Books:**

Arnold, John et al. 2005. Work psychology: Understanding human behavior in the workplace. 4th ed. Harlow: Financial Times Prentice Hall. Kap. 3-12, og 15

Bang, Henning. 1995. Organisasjonskultur. 3. utg. Oslo: Tano

Dreher, George F. and Thomas W. Dougherty. 2002. Human resource strategy : a behavioral perspective for the general manager. Boston: McGraw-Hill/Irwin. Kap 1-10

Grenness, Tor. 2004. Hvordan kan du vite om noe er sant?: Veiviser i forsknings- og utredningsarbeid for studenter, ledere, konsulenter og journalister. Oslo: Cappelen akademisk forl

Jacobsen, Dag Ingvar. 2004. Organisasjonsendringer og endringsledelse. Bergen : Fagbokforlaget

Karlsen, Jan Erik. 2001. Metoder for HMS-regulering. Oslo : Cappelen akademisk forl. Kap. 3, s. 59-82

Lai, Linda. 2004. Strategisk kompetansestyring. 2. utg. Bergen: Fagbokforlaget

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

Northouse, Peter G.. 2007. Leadership: Theory and Practice. 4th ed. Thousand Oaks, Ca.: Sage

Storeng, Nils H., Tom Henrik Beck og Arve Due Lund. 2006. Arbeidsrett. 6. utg. Oslo: Cappelen Akademiske Forlag

Troye, S.V. og Kjell Grønhaug. 1993. Utredningsmetodikk : hvordan skrive en utredning til glede for både deg selv og andre. 3. utg. Oslo: TANO

### **Recommended literature**

#### **Books:**

Dreher, George F. and Thomas W. Dougherty. 2002. Human resource strategy: A behavioral perspective for the general manager. Boston : McGraw-Hill/Irwin.. Part IV

Mikkelsen, Aslaug, red. 2002. Tiltak mot sykefravær. Oslo : Cappelen akademisk forl. Kap. 16  
+ Appendix  
Stene, Morten. 2003. Vitenskapelig forfatterskap: Hvordan lykkes med skriftlige  
studentoppgaver. 2. utgave. Oslo: Kolve forl  
Vaags, Ralph Henk. 2004. Etikk. 2. utg. Bergen : Fagbokforl

### **Course outline**

The subject areas and lectures of this specialization course are organized in the following five parts: The first part is Strategic Human Resource Management, the second is Competence and Performance, the third is Social Dynamics and Relations, the fourth is Change and Restructuring and the fifth deals with the Leadership Role and its importance in implementing knowledge in human resource management.

#### **Part 1. STRATEGIC HUMAN RESOURCE MANAGEMENT (28 hours)**

- Strategic approaches to human resource management - overview
- Strategy and personnel policies
- The new personnel responsibility of the leader
- Common HR strategies and systems

#### **Part 2. RESEARCH METHOD AND THESIS WORK (21 timer)**

- Research and roads to knowledge
- Design of studies
- Research question and hypotheses
- Data collection and analysis
- Writing the thesis

#### **Part 3. STRATEGIC COMPETENCE MANAGEMENT (21 hours)**

- Personnel planning and competence analysis
- Mobilization of competence resources
- Learning and development of new competence
- Acquisition, recruitment and selection
- Selection methods
- Evaluation and follow-up of competence measures

#### **Part 4. CHANGE PROCESSES AND ORGANIZATIONAL LEARNING (21 hours)**

- Job redesign and technology
- Organizational culture and change
- Models for organizational change
- Mergers and downsizing
- Organizational learning

#### **Part 5. SOCIAL DYNAMICS AND RELATIONSHIPS (21 hours)**

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

#### **Part 6. HEALTH AND SAFETY, EMPLOYMENT LAWS, AND WORK ETHICS (14 hours)**

- Health and safety work
- Tools for health and safety work
- Work contracts, work environment, rights
- Employment ethics
- Ethics and HRM

#### **Part 7. LEADER ROLES AND HUMAN RESOURCE MANAGEMENT (21 hours)**

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

### **Computer-based tools**

Blackboard

### **Course structure**

The course is based on classroom activities including lectures, group work, group presentations, as well as supervision related to the term paper.

### **Evaluation**

On completion of the course, students have to hand in a term paper and sit for a five-hour individual written examination. Both evaluations must be passed to obtain a certificate for the program.

At the beginning of the course each student has to choose a topic for his/her term paper. This can be based on a problem in his/her own organization or on an in-depth study of a theoretical problem. As part of the teaching, students have to hand in a 5 page thesis outline, including research problem and procedure for data collection.

Guidelines for work on the term paper are handed out in January, and the term paper has to be handed in by the middle of June. Groups of up to three students can cooperate on the paper. The written examination will be based on all the subject areas included in the course.

**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**

The Occupational Environment Act is allowed at the written examination.

**Makeup exam**

At the next ordinary exam.