



APPLIES TO ACADEMIC YEAR 2008/2009

## ORG 2003 Human Resource Management

### Program

Bachelor in Retail Management (3. year), Bachelor in Tourism Management (3. year)

### Responsible for the course

### Department

Department of Leadership and Organizational Behaviour

### Term

According to study plan

### ECTS Credits

6

### Language of instruction

Norwegian

### 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

#### Books:

Kuvaas, B. 2008. Lønnsomhet gjennom menneskelige ressurser: Evidensbasert HRM. Oslo: Fagbokforlaget. Kapittel 9 og 10 utgår som pensum  
Storeng, N.H., T. Beck og A. Due Lund. 2006. Arbeidsrett. 6. utg. Oslo: Cappelen akademisk forlag

#### Other:

Kaufmann, Geir. 2008. Kompendium til ORG 2003 Personalledelse. Oslo: Handelshøyskolen BI

### Recommended literature

### Course outline

- Principles and practice in modern human resource management
- Development of the human resource function
- Human resource policy
- Learning, competence and career development
- Compensation, salary and rewards
- Work environment, health and safety
- Appraisal interviews
- Recruitment and selection
- Social benefits
- Ethics, labour law and human resource management

### 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**

Relevant law texts related to lectures and Compulsory literature. It is not allowed to bring texts with personal notes or interpretations.

**Makeup exam**

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