



APPLIES TO ACADEMIC YEAR 2009/2010

BMP 2303 Human Resource Management

Programme

Bachelor of Management

Responsible for the course

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

30

Language of instruction

Norwegian

Introduction

Learning outcome

- This program aims at giving students an overview of the most important theories within the area of human resource management.
- This program aims at increasing the students' interest for work in the field of Human Resources.
- This program should provide an increased understanding of the importance of human capital in contemporary organizations.
- The program should teach typical HR skills relevant for recruitment, learning/development, and for health, environment and safety issues.

Prerequisites

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

Compulsory reading

Books:

- Arnold, John ... [et al.]. 2005. Work psychology : understanding human behavior in the workplace. 4th ed. Harlow : FT 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 forlag
- 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 : målrettet personal- og kompetanseledelse. 3. utg. Oslo : Universitetsforlaget
- Northouse, Peter G. 2007. Leadership : theory and practice. 4th ed. Thousand Oaks, Calif. : Sage
- Storeng, Nils H., Tom Henrik Beck og Arve Due Lund. 2006. Arbeidsrett. 6. utg. Oslo : Cappelen Akademisk 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 reading

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. utg. Oslo: Kolle forl
Vaags, Ralph Henk. 2004. Etikkk. 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

Learning process and workload

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

Examination

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.

Exam 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.

Examination support materials

The Occupational Environment Act is allowed at the written examination.

Re-sit examination

At the next ordinary exam.

Additional information