DRE 6002 Human Resource Management

Programme
Leadership and Organization

Responsible for the course

Department
Department of Leadership and Organizational Behaviour

Term
According to study plan

ECTS Credits
6

Language of instruction
English

Introduction
Management is basically about getting things done through human resources. This course is intended to address how organizations can and actually do manage human resources. The course will expose the participants to the intersection between Human Resource Management (HRM) and strategy, other main functions of the organization, and micro research on employees' behavior, motivation, attitudes, and performance (from fields such as organizational behavior and organizational and industrial psychology)

Learning outcome
After completion, students should:
1) Be acquainted with major perspectives and theories used to understand HRM and ways to study it.
2) Be able to identify and present research frontiers within HRM.
3) Be able to identify and position research opportunities within HRM.
4) Be acquainted with relevant research journals, communities, and conferences.
5) Be acquainted with how to teach or otherwise communicate HRM research to a wider audience (i.e. students and practitioners).

Prerequisites
Admission to a PhD Programme is a general requirement for participation in PhD courses at BI Norwegian School of Management.

External candidates are kindly asked to attach confirmation of admission to a PhD programme when signing up for a course with the doctoral administration. Candidates can be allowed to sit in on courses by approval of the courseleader. Sitting in on courses does not permit registration for courses, handing in exams or gaining credits for the course. Course certificates or conformation letters will not be issued for sitting in on courses.

Compulsory reading

Recommended reading

Course outline
Topics covered are:
• Overview of the field and strategic HRM
• HRM and organizational performance
• Best practice HRM
• Single HR-practices
• HR outcomes
• International Human Resource Management
• HR in practice and teaching and communicating HRM

Computer-based tools

Learning process and workload

Preparation for the first session: Pick an article (that is not included in reading list) or a book that you find particularly interesting or important and that has relevance for the field of HRM. Prepare a brief presentation of the article (or book) and describe why it is relevant for research or practice within HRM (approx. 15 minutes).

The course will be organized over 4 whole day sessions (7,5 hours each). Each session will cover main topics and will consist of three basic parts: 1) student presentations; 2) lectures; and 3) class discussions and group work.

Examination

Individual paper that should contain a review of a particular topic or a proposal for an empirical study including hypotheses or propositions, consisting of 15 pages, plus references/appendices. The paper should be original work, and be written specifically for this course.

The course will be graded pass/fail

Exam code(s)

DRE 60022

Examination support materials

Re-sit examination

Additional information