



APPLIES TO ACADEMIC YEAR 2009/2010

## GRA 2257 Human Resource Management

### Programme

Advanced Specialization Course (MSc), Master of Science in Leadership and Organizational Psychology

### 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 addresses 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 more or less effective HR in organizations.

### Prerequisites

GRA 2205 Organizational Behavior

### Compulsory reading

#### Other:

A list of compulsory readings will be provided on Blackboard or in class.

During the course there may be hand-outs and other material on additional topics relevant for the course and the examination.

References to journal articles will be published on Blackboard before the course starts

### 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

Blackboard and presentation software (e.g. PowerPoint)

#### Learning process and workload

The course is structured as a combination of lectures, discussions and student presentations. It requires substantial amount of preparation by the students and active involvement during class. Class attendance is mandatory. Specific Information regarding student evaluation will be provided in class.

Please note that while attendance is not compulsory in all courses, it is the student's own responsibility to obtain any information provided in class that is not included on the course homepage/Blackboard or text book.

**Examination**

100% - Term paper counts for 100% of the final grade.

Specific information regarding student evaluation beyond the information given in the course description will be provided in class. This information may be relevant for requirements for term papers or other hand-ins, and/or where class participation can be one of several elements of the overall evaluation.

**Exam code(s)**

GRA 22571 accounts for 100 % of the final grade in the course GRA 2257.

**Examination support materials**

Exam aids at written examinations are explained under exam information in our web-based Student handbook. Please note use of calculator and dictionary.  
<http://www.bi.edu/studenthandbook/examaids>

**Re-sit examination**

Re-takes are only possible at the next time a course will be held. When the course evaluation has a separate exam code for each part of the evaluation it is possible to retake parts of the evaluation. Otherwise, the whole course must be re-evaluated when a student wants to retake an exam. Retake examinations entail an extra examination fee

**Additional information****Honor Code**

Academic honesty and trust are important to all of us as individuals, and represent values that are encouraged and promoted by the honor code system. This is a most significant university tradition. Students are responsible for familiarizing themselves with the ideals of the honor code system, to which the faculty are also deeply committed.

Any violation of the honor code will be dealt with in accordance with BI's procedures for cheating. These issues are a serious matter to everyone associated with the programs at BI and are at the heart of the honor code and academic integrity. If you have any questions about your responsibilities under the honor code, please ask.