



APPLIES TO ACADEMIC YEAR 2009/2010

ORG 2003 Human Resource Management

Programme

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

Introduction

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 reading

Books:

Kuvaas, Bård, red. 2008. Lønnsomhet gjennom menneskelige ressurser : evidensbasert HRM. Bergen : Fagbokforlaget. Kapittel 9 og 10 utgår som pensum
Storeng, Nils H., Tom Henrik Beck og Arve Due Lund. 2006. Arbeidsrett. 6. utg. Oslo : Cappelen Akademisk Forlag

Other:

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

Recommended reading

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.

Examination

A five-hour individual written examination completes the course.

Exam code(s)

ORG 20031, 5-hour written exam which accounts for 100% of the grade in ORG 2003, 6 credits.

Examination support materials

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

Re-sit examination

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

Additional information

Due to changes in our Bachelor Programmes from autumn 2009, there also will be changes in every single course. This course will be lectured for the last time autumn 2010. Re-sit exam will be offered every term from autumn 2011 even spring 2013.