



APPLIES TO ACADEMIC YEAR 2010/2011

## **ELE 3714 Human Resource Management**

### **Programme**

### **Responsible for the course**

### **Department**

Department of Leadership and Organizational Behaviour

### **Term**

According to study plan

### **ECTS Credits**

7,5

### **Language of instruction**

Norwegian

### **Introduction**

### **Learning outcome**

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 3401 or equivalent or work experience.

### **Compulsory reading**

#### **Books:**

Kuvaas, Bård, red. 2008. Lønnsomhet gjennom menneskelige ressurser : evidensbasert HRM. Bergen : Fagbokforlaget

Storeng, Nils H., Tom Henrik Beck og Arve Due Lund. 2009. Arbeidsrett. 7. utg. Oslo : Cappelen Akademisk Forlag

### **Collection of articles:**

Richardsen, Astrid. 2010. Artikkelsamling til 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.

### **Learning process and workload**

The course duration is 45 hours of teaching including classroom teaching, case and group assignment work and classroom discussions.

Students work requirements/use of time:

| Activity                                   | Time       |
|--------------------------------------------|------------|
| Participation in lectures                  | 36         |
| Casework in groups and discussions i class | 9          |
| Preparations for lectures                  | 45         |
| Studying and colloquium work               | 105        |
| Exam                                       | 5          |
| <b>Suggested time in course</b>            | <b>200</b> |

### Use of hours

### Examination

A five-hour individual written examination completes the course.

### Examination code(s)

ELE 37141, 5-hour written exam which accounts for 100% of the grade in ELE 3714, 7,5 credits.

### Examination support materials

Relevant law texts related to lectures and Compulsory literature. It iss not allowed to bring laxts 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