



APPLIES TO ACADEMIC YEAR 2011/2012

ELE 3714 Human Resource Management

Programme

Elective

Responsible for the course

Cathrine Filstad

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. Fagbokforlaget

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

Collection of articles:

2011. Artikkelsamling til Personalledelse. Handelshøyskolen BI

Other:

Særtrykk av Arbeidsmiljøloven, Ferieloven og Folketrygdloven

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 colloqium work	105
Exam	5
Suggested time in course	200

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.

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

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

Additional information