



APPLIES TO ACADEMIC YEAR 2011/2012

GRA 2257 Human Resource Management

Programme

Master of Science in Leadership and Organizational Psychology, Specialization Course

Responsible for the course

Bård Kuvaas

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 scientific articles will be made available prior to course start. The articles are from journals as Academy of Management Journal, Human Resource Management Journal, Journal of Healthcare Management, Journal of Applied Psychology, Journal of Organizational Behaviour, International Journal of Training and Development and other journals. 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 It's learning 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
- A hot HRM topic
- HR in practice and teaching and communicating HRM

Computer-based tools

It's learning 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. A course of 6 ECTS credits corresponds to a workload of 160-180 hours.

Please note that it is the student's own responsibility to obtain any information provided in class that is not included on the course homepage/It's learning or text book.

Examination

Term paper 100% of the final grade. The term paper is written by one or two students.

Class attendance is mandatory.

Specific information regarding student evaluation 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.

Examination 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

It is only possible to retake an examination when the course is next taught. The assessment in some courses is based on more than one exam code. Where this is the case, you may retake only the assessed components of one of these exam codes. Where this is not the case, all of the assessed components of the course must be retaken. All retaken examinations will incur an additional 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.