



APPLIES TO ACADEMIC YEAR 2012/2013

## BIK 2003 Human Resource Management

### Programme

Single courses

### 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 9601 or equivalent or work experience.

### Compulsory reading

#### Books:

Kuvaas, Bård, red. 2012. Lønnsomhet gjennom menneskelige ressurser : evidensbasert HRM. 2. utg. Fagbokforlaget. Ny utgave ventet høst 2012

Storeng, Nils H., Tom Henrik Beck og Arve Due Lund. 2012. Arbeidsrett. 8. utg. Cappelen Damm akademisk

Ståle Einarsen og Anders Skogstad. 2011. Det Gode arbeidsmiljø : krav og utfordringer. 2.utg.. Fagbokforlaget. kapittel 6,9,10,11,12,14,16 og 17

#### Other:

Bokkapitler fra følgende bøker - Publiseres på It's Learning:.

Frøde Nyeng. 2002. Etikk og økonomi - en innføring. Fagbokforlaget

- Kapittel 22: Næringslivsetikk - ettertankens kontra følsomhetens etikk, 299-308.

Grimso, R.E. 2005. Personaladministrasjon. Teori og praksis. 4.utg. Gyldendal

- Personaladministrasjon - fortid og fremtid (ss 30-39).

- Organisasjon, administrasjon og personaladministrasjon (ss17-27)

### 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**

itslearning

**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>

**Examination**

A five-hour individual written examination completes the course.

**Examination code(s)**

BIK 20031, 5-hour written exam which accounts for 100% of the grade in BIK 2003, 7,5 credits.

**Examination support materials**

Only support material allowed for examination is:

Storeng, N.H. and Beck, T.H. and Due Lund, A. 2012. Labour. 8. Ed. Cappelen Academic Press. (Alternatively, the 7th edition from 2009 is allowed).

Be aware of regulations regarding references, and notes in the text. Follow the link to @ BI - [https://at.bi.no/EN/Pages/Exa\\_Henvisninger-og-notater.aspx](https://at.bi.no/EN/Pages/Exa_Henvisninger-og-notater.aspx).

**Re-sit examination**

Re-sit at the next ordinary exam.

**Additional information**