



APPLIES TO ACADEMIC YEAR 2012/2013

MAN 4097/4197/2270/2271 Strategic Human Resource Management

Programme

Final Master of Management Program, Master of Management Program

Responsible for the course

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Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

30

Language of instruction

To be decided

Introduction

The program aims to provide the participants with knowledge and attitudes that will enable them to be central players in developing a contemporary leadership style, with a particular emphasis on the inter-personal dimension of the leadership function.

Learning outcome

After having undertaken the course, the participants should:

- Be familiar with and understand main research findings within micro- and macro HRM
- Have a thorough understanding of best practice HRM
- Understand the concept of evidence based HRM
- Be able to analyze and evaluate an organization's HR practice against main research findings
- Be able to apply research findings in practice
- Be able to identify research based knowledge to be used in improving HR in practice
- Value the importance of evidence based HR
- Value research based knowledge as an impetus in improving HR practice
- Increased commitment to apply research based knowledge when making HR-related decisions

Prerequisites

Bachelor degree or equivalent and 4 years work experience. Please confirm our Student regulations.

Compulsory reading

Books:

Ghuri, Pervez N., Kjell Grønhaug. 2010. Research methods in business studies. 4th ed. Financial Times Prentice Hall. 212 s

Greenberg, Jerald. 2011. Behavior in organizations. 10th ed. Pearson. Utvalgte kapitler

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

Noe, Raymond A. ... [et al.]. 2010. Human resource management : gaining a competitive advantage. 7th ed. McGraw-Hill/Irwin. Utvalgte kapitler

Yukl, Gary A. 2012. Leadership in organizations. 8th ed. Pearson Education

Articles:

Det gjøres oppmerksom på at en rekke artikler, som vil bli tilgjengelig i elektronisk format, samt enkelte bokkapitler som kopieres, også vil være obligatorisk litteratur.

Recommended reading

Books:

- Bang, Henning. 2011. Organisasjonskultur. 4. utg. TANO. 211 s
- Fields, Dail L. 2002. Taking the measure of work : a guide to validated scales for organizational research and diagnosis. Sage
- Filstad, Cathrine and Gunnhild Blåka. 2007. Learning in organizations. Cappelen
- French, Wendell L., Cecil H. Bell Jr., Robert A. Zawacki, eds. 2005. Organization development and transformation : managing effective change. 6th ed. McGraw-Hill/Irwin. Utvalgte kapitler
- Hair, Joseph F. ... [et al.]. 2010. Multivariate data analysis : a global perspective. 7th ed. Pearson
- Knudsen, Knud og Anne Ryen, red. 2005. Hvordan kan frynsegoder bli belønning?. Cappelen akademisk forlag
- Lai, Linda. 2004. Strategisk kompetansestyring. 2. utg. Fagbokforlaget
- Nordhaug, Odd, red. 1998. Kompetansestyring i arbeidslivet : utvalgte emner. Tano
- Aschehoug
- Pallant, Julie. 2010. SPSS survival manual : a step by step guide to data analysis using SPSS. 4th ed. Open University Press
- Schein, Edgar H. 1987. Organisasjonskultur og ledelse : er kulturendring mulig?. Mercuri media
- Selnes, Fred. 1999. Markedsundersøkelser. 4. utg. Tano Aschehoug
- Sims, Henry P., Peter Lorenzi. 1992. The new leadership paradigm : social learning and cognition in organization. Sage
- Sirota, David, Louis A. Mischkind, Michael Irwin Meltzer. 2005. The enthusiastic employee : how companies profit by giving workers what they want. Pearson Education
- Tabachnick, Barbara G. and Linda S. Fidell. 2012. Using multivariate statistics. 6th ed. Pearson/Allyn and Bacon

Course outline

- 1st course module - HRM from a strategic perspective
- 2nd course module - Organizational climate
- 3rd course module - Competence and performance
- 4th course module - Organizational change
- 5th course module - Leadership

Computer-based tools

None.

Learning process and workload

The programme is conducted through five course modules, a total of 150 lecturing hours.

Project tutorials differ in each Master of Management program. It will consist of personal tutorials and tutorials given in class. Generally the students may expect consulting tutorials, not evaluating tutorials. The total hours of tutorials offered is estimated to two hours pr. students following an ordinary Master of Management program. For students taking the program as their final Master of Management program the tutorials offered are estimated to a total of six hours.

Examination

The students are evaluated through a term paper, counting for 18 credit hours and an individual written exam, counting for 12 credit hours. Both evaluations must be passed to obtain a certificate for the program. The term paper may be written individually or in groups of maximum three persons.

For students taking this program as the final Master of Management Program the following applies:

The students are evaluated through a term paper, counting for 24, credit hours and an individual written exam, counting for 6 credit hours. The term paper may be written individually or in groups of maximum two persons. Both evaluations must be passed to obtain a certificate for the program.

Examination code(s)

MAN 40971 - Term paper; 18 credits; counts for 100 % to pass the program MAN 4097.
MAN 41971 - written exam; 12 credits; counts for 100 % to pass the program MAN 4197.
Both evaluations must be passed to obtain a certificate for the program.

For students taking this program as the final Master of Management Program the following applies:

MAN 22701 - Term paper; 24 credits; counts for 100 % to pass the program MAN 2270.

MAN 22711 - individual written exam; 6 credits; counts for 100 % to pass the program MAN 2271.

Both evaluations must be passed to obtain a certificate for the program.

Examination support materials

None.

Re-sit examination

At the next ordinary exam.

Additional information