



APPLIES TO ACADEMIC YEAR 2013/2014

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

Prerequisites

ORG 9601 or equivalent or work experience.

Compulsory reading

Books:

Einarsen, Ståle og Anders Skogstad, red. 2011. Det Gode arbeidsmiljø : krav og utfordringer. 2. utg.

Fagbokforlaget. kapittel 6,9,10,11,12,14,16 og 17

Kuvaas, Bård og Dysvik, Anders. 2012. Lønnsomhet gjennom menneskelige ressurser : evidensbasert HRM. 2. utg. Fagbokforlaget

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

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.

Grimsø, 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
Suggested time in course	200

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

La inn under pkt 17: 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.

Re-sit examination

Re-sit at the next ordinary exam.

Additional information