



APPLIES TO ACADEMIC YEAR 2013/2014

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

Programme

Final Master of Management Program, Master of Management Program

Responsible for the course

Bård Kuvaas, Øyvind Martinsen

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

Noe, Raymond A. ... [et al.]. 2012. Human resource management : gaining a competitive advantage. 8th ed. McGraw-Hill/Irwin. Utvalgte kapitler

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.

Collection of articles:

Flere. 2013. Artikkelsamling med fokus på ledelse, team og arbeidsmiljø. 8th ed

Recommended reading

Books:

Fields, Dail L. 2002. Taking the measure of work : a guide to validated scales for organizational research and diagnosis. Sage

Hair, Joseph F. ... [et al.]. 2010. Multivariate data analysis : a global perspective. 7th ed. Pearson
Lai, Linda. 2004. Strategisk kompetansestyring. 2. utg. Fagbokforlaget
Pallant, Julie. 2010. SPSS survival manual : a step by step guide to data analysis using SPSS. 4th ed. Open University Press
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. 2013. The enthusiastic employee : how companies profit by giving workers what they want. 2nd ed. Pearson Education
Tabachnick, Barbara G. and Linda S. Fidell. 2013. Using multivariate statistics. 6th ed. Pearson

Course outline

1st course module - HRM from a strategic perspective
2nd course module - Organizational climate
3rd course module - Recruitment and career planning.
4th course module - Learning and development in organisations
5th course module - HR challenges

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