



APPLIES TO ACADEMIC YEAR 2012/2013

## **MBA 2398 Human Resource Management**

### **Programme**

Master of Business Administration - China

### **Responsible for the course**

Bård Kuvaas

### **Department**

Department of Leadership and Organizational Behaviour

### **Term**

According to study plan

### **ECTS Credits**

4

### **Language of instruction**

English

### **Introduction**

Management is basically about getting things done through people. This course is intended to address how organizations can and do manage human resources in order to create an organizational climate consisting of a highly motivated and committed workforce. The course will expose the participants to the intersection between Human Resource Management (HRM) and strategy. The purpose is not to get into technical details of HRM that are best left to specialists – be it the use of selection tests or the specifics of job evaluation. Rather, the course adopts the perspective of the general manager who addresses human resource topics from a business perspective.

### **Learning outcome**

After completion, the participants should:

- Be familiar with human resource management, including key concepts and models, issues in the management of human resources in large corporations that are critical for all managers, and the different roles played by HR department or staff.
- Be able to share experiences and knowledge among each other with respect to real world HRM issues.
- Be able to understand and apply research based evidence in practice.

### **Prerequisites**

Bachelor degree or equivalent, 4 years work experience, managerial experience and good written and oral knowledge of the English language. Please confirm our Student regulations.

### **Compulsory reading**

#### **Books:**

O'Reilly, Charles A., Jeffrey Pfeffer. 2000. Hidden value : how great companies achieve extraordinary results with ordinary people. Harvard Business School Press. 320 pages

#### **Articles:**

Research Articles

### **Recommended reading**

#### **Course outline**

Introduction to HRM  
(S)HRM and performance  
Responsibilities and roles of the HR department  
How to measure and manage the contribution of HRM?  
Introduction to micro HRM research and practice  
HRM and employee attitudes and behavior  
Job design and job autonomy  
Performance management  
Compensation and motivation  
The future of the HR function and HRM  
Strategically managing the HRM function  
Conclusions

#### **Educational method**

The course will include a combination of lectures & discussions, assignments, and one final project.

**Computer-based tools****Learning process and workload**

The course is conducted as a teaching module, where students have classes all day for four subsequent days, a total of 32 hours

**Examination**

The participants are evaluated through a written assignment performed individually or in groups of two, accounting for 4 ECTS credits.

**Examination code(s)**

MBA 23981 - written assignment; accounts for 100% to pass the program MBA 2398; 4 credits.

The course is part of a full MBA and all evaluations must be passed in order to obtain a certificate for the degree.

**Examination support materials**

All aids permitted.

**Re-sit examination**

At the next ordinary exam.

**Additional information**