



APPLIES TO ACADEMIC YEAR 2014/2015

## BST 1410 Human Resource Management

### Programme

Bachelor of Business Administration (3. year), Bachelor of Marketing Management (3. year), Elective

### Responsible for the course

Cathrine Filstad, Øyvind Martinsen

### Department

Department of Leadership and Organizational Behaviour

### Term

According to study plan

### ECTS Credits

15

### Language of instruction

Norwegian

### Introduction

The course will, in collaboration with BTH 1411 Bachelor Thesis – Human Resource Management, 15 credits constitute a specialisation of 30 credits that will be testified as specialisation on the academic transcript. This applies to students undertaking a bachelor degree in Marketing or Business Administration. Other students have can choose the course as an elective in their third year of study.

Human resource Management (HRM) is a core subject in the study area of organisation and organisation culture. The subject will teach the student how organisations can gain advantages by exploiting skills, abilities and knowledge from their employees. The course also focuses on how organisations have the opportunity to facilitate learning, knowledge sharing, motivation, optimising work condition and job satisfaction. Applying HRM theory in an organisation will create optimal conditions for profitability, productivity and prosperity in all types of businesses. Evidence-based HRM are one of the strongest success-factors in competing business markets, and thus provides expertise for future oriented managers, HR managers and HR employees.

### Learning outcome

#### Acquired knowledge

- Students will gain insight of the most important theories in the area of Human Resource Management (HRM)
- Students acquire necessary knowledge from the psychological area of study that is required when applying HR in competitive markets
- Students acquire founding knowledge of Norwegian employment law that is required when applying HR in competitive markets.

#### Acquired skills

- Students will develop skills in planning and facilitating HR initiatives
- Students will develop skills in typical HR activities such as recruitment, training, learning, knowledge development and safety at the work place.

#### Reflection

- The HRM specialisation intends to increase student's interest in working in the HR field.
- A HRM Specialisation provides students with necessary understanding of "human capital" and its impact on value creation in modern organisations.
- Students will, through the HRM specialisation achieve the necessary basis for critical reflection on HR practices.

### Prerequisites

The course requires two years of university education in Business Administration or Marketing or equivalent, including a minimum of basic course in statistics offered in the first year of study on a bachelor such as MET 3431 or MET 2920. In addition, students must have completed ORG 3402 Organisasjonsatferd og ledelse (offered in year 1 of study) or the equivalent.

### Compulsory reading

#### Books:

Arnold, John and Ray Randall. 2010. Work psychology : understanding human behaviour in the workplace. 5th ed. Pearson. Utvalgte kapitler

Bloisi, Wendy. 2007. An introduction to human resource management. McGraw-Hill. Utvalgte kapitler

Filstad, Cathrine. 2010. Organisasjonslæring : fra kunnskap til kompetanse. Fagbokforlaget. Kapittel 1, 5, 7, 10,

**Collection of articles:**

Cathrine Filstad og Øyvind Martinsen. 2012. Artikkelsamling for BST 1410 Human Resource Management. Handelshøyskolen BI

**Other:**

Særtrykk av Arbeidsmiljøloven

**Recommended reading****Course outline**Strategic HRM (21 hrs):

- HRM as a discipline – an introduction
- Relationship between strategy and HR strategy
- Key HR strategies and systems

Strategic Competence Management (21hrs):

- HR planning and skills analysis
- Mobilisation of expertise in motivation and job satisfaction
- Learning and skills development
- Recruitment and selection. Downsizing.
- Monitoring and evaluation of training measures

Interaction and work in the workplace (21 hrs):

- Management and effective leadership
- Groups, teams and teambuilding
- Psychosocial work-environment
- Workplace health and safety

Alteration and labour law (21 hrs):

- Organisation culture and change
- Organisational learning and change
- Work contracts, work rights and conditions
- Dismissal

**Computer-based tools**

No specified computer-based tools are required.

**Learning process and workload**

The course completed with 84 hours of lectures in modules.

Students will be given case studies throughout the course as part of the teaching program. Cases are mandatory for all students and are handed in at each session. The cases will form basis for class discussions. Cases will typically be taken from the textbook and are reviewed and discussed in class, however they are not individually assessed.

Recommended study time:

Activity	Workload
In-class participation	84
Preparation prior to lectures/literature review	131
Case work between sessions	50
Study groups	50
Exam preparation	80
Exam	5
<b>Total recommended workload</b>	<b>400</b>

**Use of hours**

84 hours – Lectures

6 hours - case work guidance

90 hours in total

**Examination**

The course is completed with a five hour written examination (individual)

**Examination code(s)**

BST 14101 – Written exam counts 100 % of the total grade, 15 credits

**Examination support materials**

Work Environment Act (special print).

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 next ordinary exam

**Additional information**