



APPLIES TO ACADEMIC YEAR 2014/2015

MAN 2984 Human Resource Management for school leaders

Programme

Business Adapted Master of Management Program, Master of Management Program

Responsible for the course

Bård Kuvaas

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

15

Language of instruction

Norwegian

Introduction

Learning outcome

Acquired knowledge

After the program the participants should be familiar with main perspectives and research findings within the field. The participants should know and understand different schools of thought and the most robust research findings at the individual and organizational levels of analysis.

Acquired skills

The participants should be able to identify, analyze, and understand more or less effective HRM in school context.

Reflection

The participants should be able to critically evaluate HR practices according to the most robust research findings at different levels of analysis.

Prerequisites

Bachelor degree or equivalent and 4 years of work experience. Please consult our student regulations.

Compulsory reading

Books:

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

Articles:

Elektronisk publiserte artikler

Recommended reading

Books:

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

Course outline

1. session: HRM and organizational effectiveness
2. session: Developmental HRM
3. session: Commitment-based HRM in theory and practices

Computer-based tools

It's Learning

Learning process and workload

The program is divided into three sessions, in total about 75 hours. Infrastructure for volunteer blog activities will be available.

Coursework requirements

None.

Examination

Course paper for 3 weeks done by up to two students. The maximum number of pages including references and appendices is 25.

Examination code(s)

MAN 29841 – Course paper that accounts for 100 % of the grade to pass the programme MAN 2984, 15 credits.

Examination support materials**Re-sit examination**

Next ordinary examination.

Additional information