



APPLIES TO ACADEMIC YEAR 2015/2016

GRA 2257 Human Resource Management

Programme

Master of Science in Leadership and Organizational Psychology, Specialization Course

Responsible for the course

Miha Skerlavaj

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

6

Language of instruction

English

Introduction

Management is in its essence about getting things done through people and human resources. This course addresses how organizations can and actually do manage human resources. The course will expose the participants to current trends in research and practice of human resource management by engaging them in both practice-oriented experiential learning as well as evidence-based approach towards HRM.

Learning outcome

Knowledge

The students will obtain an understanding of contemporary research evidence-based knowledge in the field of human resource management through the overview of the most important topics, concepts, and contributions within this field.

Skills

After completing the course, the students should be able to critically examine theories, studies and practice in human resource management. They should know how research in this field may be conducted, and see how this knowledge may be applied to real life situations. Vice versa, the students shall also be able to construct new knowledge from real life situations that the course will enable them to engage with.

Reflection

The students should be able to communicate and discuss human resource management concepts, processes, real-life practices in order to construct, communicate and utilize knowledge about people at work.

Prerequisites

GRA 2205 Organizational Behaviour or equivalent

All courses in the Masters programme will assume that students have fulfilled the admission requirements for the programme. In addition, courses in second, third and/or fourth semester can have specific prerequisites and will assume that students have followed normal study progression. For double degree and exchange students, please note that equivalent courses are accepted.

Compulsory reading

Collection of articles:

A list of scientific articles will be made available prior to course start. The articles are from journals as Academy of Management Journal, Human Resource Management, Human Resource Management Journal, International Journal of Human Resource Management, Journal of Applied Psychology, Journal of Organizational Behaviour, International Journal of Training and Development and other relevant journals.. References to journal articles will be published on It's learning before the course starts

Other:

During the course there may be hand-outs and other material on additional topics relevant for the course and the examination.

Two to three case studies will be required from student to be read and analyzed upfront.

Recommended reading

Course outline

Topics covered are:

- Overview of the field of HRM, HRM and performance, major trends HRM trends and practice
- Strategic HRM
- Talent management
- Training and development
- Career development
- HRM and work engagement
- International HRM
- HR analytics
- HRM for knowledge work, creativity and innovation
- Performance management and pay-for-performance
- HRM simulation

Computer-based tools

Not applicable

Learning process and workload

The course is structured as a combination of lectures, discussions and student presentations, where the latter plays a major role. It requires substantial amount of preparation by the students and active involvement during class. A course of 6 ECTS credits corresponds to a workload of 160-180 hours.

Please note that it is the student's own responsibility to obtain any information provided in class that is not included on the course homepage/It's learning or text book.

Class attendance is mandatory.

Examination

Term paper- 70%

Class participation - 30%

The term paper will be based on a case purchased from The Case Centre and the student will have to cover the expences.

Form of assessment	Weight	Group size
Term paper	70%	Optional (individual or group of max 3 students)
Class participation	30%	Individual

Specific information regarding student assessment will be provided in class. This information may be relevant to requirements for term papers or other hand-ins, and/or where class participation can be one of several components of the overall assessment. This is a course with continuous assessment (several exam components) and one final exam code. Each exam component is graded using points on a scale from 0-100. The final grade for the course is based on the aggregated mark of the course components. Each component is weighted as detailed in the course description. Students who fail to participate in one/some/all exam components will get a lower grade or may fail the course. You will find detailed information about the points system and the mapping scale in the student portal @bi.

Examination code(s)

GRA 22572 continuous assessment accounts for 100% of the final grade in the course GRA 2257.

Examination support materials

Not applicable

Permitted examination support materials for written examinations are detailed under examination information in the student portal @bi. The section on support materials and the use of calculators and dictionaries should be paid special attention to.

Re-sit examination

It is only possible to retake an examination when the course is next taught. The assessment in some courses is based on more than one exam code. Where this is the case, you may retake only the assessed components of one of these exam codes. All retaken examinations will incur an additional fee. Please note that you need to retake the latest version of the course with updated course literature and assessment. Please make sure that you have familiarised yourself with the latest course description.

Additional information**Honor Code**

Academic honesty and trust are important to all of us as individuals, and represent values that are encouraged and promoted by the honor code system. This is a most significant university tradition. Students are responsible for familiarizing themselves with the ideals of the honor code system, to which the faculty are also deeply committed.

Any violation of the honor code will be dealt with in accordance with BI's procedures for cheating. These issues are a serious matter to everyone associated with the programs at BI and are at the heart of the honor code and academic integrity. If you have any questions about your responsibilities under the honor code, please ask.