



APPLIES TO ACADEMIC YEAR 2016/2017

## DRE 6002 Human Resource Management

### Programme

Leadership and Organization

### Responsible for the course

Bård Kuvaas

### Department

Department of Leadership and Organizational Behaviour

### Term

According to study plan

### ECTS Credits

6

### Language of instruction

English

### Introduction

Management is basically about getting things done through human resources. This course is intended to address how organizations can and actually do manage human resources. The course will expose the participants to the intersection between Human Resource Management (HRM) and strategy, other main functions of the organization, and micro research on employees' behavior, motivation, attitudes, and performance (from fields such as organizational behavior and organizational and industrial psychology)

### Learning outcome

After completion, students should:

- 1) Be acquainted with major perspectives and theories used to understand HRM and ways to study it.
- 2) Be able to identify and present research frontiers within HRM.
- 3) Be able to identify and position research opportunities within HRM.
- 4) Be acquainted with relevant research journals, communities, and conferences.
- 5) Be acquainted with how to teach or otherwise communicate HRM research to a wider audience (i.e. students and practitioners).

### Prerequisites

Admission to a PhD Programme is a general requirement for participation in PhD courses at BI Norwegian Business School.

External candidates are kindly asked to attach confirmation of admission to a PhD programme when signing up for a course with the doctoral administration. Other candidates may be allowed to sit in on courses by approval of the courseleader. Sitting in on courses does not permit registration for courses, handing in exams or gaining credits for the course. Course certificates or confirmation letters will not be issued for sitting in on courses.

### Compulsory reading

#### Other:

A list of compulsory readings will be provided on It's learning

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

### Recommended reading

#### Course outline

Topics covered are:

- Overview of the field and strategic HRM
- HRM and organizational performance
- Best practice HRM
- Single HR-practices
- HR outcomes
- International Human Resource Management

- HR in practice and teaching and communicating HRM

### **Computer-based tools**

#### **Learning process and workload**

Preparation for the first session: Pick an article (that is not included in reading list) or a book that you find particularly interesting or important and that has relevance for the field of HRM. Prepare a brief presentation of the article (or book) and describe why it is relevant for research or practice within HRM (approx. 15 minutes).

The course will be organized over 4 whole day sessions (7,5 hours each). Each session will cover main topics and will consist of three basic parts: 1) student presentations; 2) lectures; and 3) class discussions and group work.

#### **Examination**

Individual paper that should contain a review of a particular topic or a proposal for an empirical study including hypotheses or propositions, consisting of 15 pages, plus references/appendices. The paper must be submitted according to the rules outlined in the PhD handbook. The paper should be original work, and be written specifically for this course.

The course will be graded pass/fail

#### **Examination code(s)**

DRE 60022 paper accounts for 100% of the grade

#### **Examination support materials**

Not applicable

#### **Re-sit examination**

Re-takes are only possible at the next time a course will be held. When the course evaluation has a separate exam code for each part of the evaluation it is possible to retake parts of the evaluation. Otherwise, the whole course must be re-evaluated when a student wants to retake an exam..

#### **Additional information**

##### **Honour Code**

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

Any violation of the honour 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 academy integrity. If you have any questions about your responsibilities under the honour code, please ask.