



ME2602 Human Resource Management 6,0 hp

Human Resource Management

När kurs inte längre ges har student möjlighet att examineras under ytterligare två läsår.

Fastställande

Kursplan för ME2602 gäller från och med HT10

Betygsskala

A, B, C, D, E, FX, F

Utbildningsnivå

Avancerad nivå

Huvudområden

Industriell ekonomi

Särskild behörighet

Industrial managements, basic course. or equivalent.

Undervisningsspråk

Undervisningsspråk anges i kurstillfällesinformationen i kurs- och programkatalogen.

Lärandemål

After completed this course the student should be able to:

- Identify and distinguish what constitute a HRM-system.
- Identify and distinguish different types of HRM-systems as well as describe how these support different strategies.
- Describe and value the theoretical foundations in HRM.
- Give example of and describe basic principles for the European (EU) labor legislation.
- Give example of measures in the area of HRM to enhance equality in organizations.
- Give example of and describe HRM related organizational changes (such as, increased flexibility, downsizing etc.) as well as how these affect employees and the HRM-system.
- Practice some basic recruitment tools and methods

Kursinnehåll

The course covers lectures, written assignments, practical exercises, and a written examination.

- The link between corporate, business, and functional strategy and HRM.
- The organization of the HR-function in different companies.
- The matching of demand and supply in HR.
- Recruitment.
- Short listing, interviews, and selection.
- Feedback.
- Career development, training, and education.
- Competence and knowledge structures.
- Breakdown of competence need.
- Employee relations and matching people and jobs
- Organizational culture.
- Compensation and benefits.
- Gender perspectives on HRM.
- EU labor legislation.
- Equality and discrimination in HRM.
- Redundancy and dismissal.
- Downsizing, and outplacement

Central parts of this course are the interview and recruitment exercises, which gives the students the opportunity to acquire first-hand information on specific issues from HR practitioners (in the HR-manager interview) as well as practically test some of the methods taught in this course (in the recruitment exercise).

Kursupplägg

The course consists of a combination of lectures, guest lectures given by people from both academia as well as private and public sectors. Attendance and active participation in class discussions are expected. Participation in interview and recruitment exercises are mandatory, which requires participation in preparations, execution, as well as written and oral presentations. The concluding written exam determine the final grade in the course.

Kurslitteratur

Foot, M and Hook, M (last edition) *Introducing Human Resource Management*. (THS Students Bookstore). Distributed articles.

Examination

- SEM1 - Seminarie, 1,0 hp, betygsskala: P, F
- TEN2 - Tentamen, 4,0 hp, betygsskala: A, B, C, D, E, FX, F
- ÖVN2 - Övning, 1,0 hp, betygsskala: P, F

Examinator beslutar, baserat på rekommendation från KTH:s handläggare av stöd till studenter med funktionsnedsättning, om eventuell anpassad examination för studenter med dokumenterad, varaktig funktionsnedsättning.

Examinator får medge annan examinationsform vid omexamination av enstaka studenter.

Övriga krav för slutbetyg

Godkända övningar och skriftlig tentamen.

Etiskt förhållningssätt

- Vid grupparbete har alla i gruppen ansvar för gruppens arbete.
- Vid examination ska varje student ärligt redovisa hjälp som erhållits och källor som använts.
- Vid muntlig examination ska varje student kunna redogöra för hela uppgiften och hela lösningen.