



# ME2044 Human Resource Management 6.0 credits

## Human Resource Management

This is a translation of the Swedish, legally binding, course syllabus.

If the course is discontinued, students may request to be examined during the following two academic years

## Establishment

Course syllabus for ME2044 valid from Autumn 2007

## Grading scale

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

## Education cycle

Second cycle

## Main field of study

Industrial Management

## Specific prerequisites

Industrial economics and management, basic course or equivalent.

## Language of instruction

The language of instruction is specified in the course offering information in the course catalogue.

# Intended learning outcomes

After the course you should be able to:

- identify and distinguish the components of a HRM-system
- identify and distinguish different types of HRM-systems and describe how they supports the strategy of different organizations
- describe and evaluate the theoretical foundation for HRM
- exemplify and describe basic principles of the Swedish and the European work legislation
- exemplify measures to reduce gender related differences in organizations
- exemplify and describe contemporary trends in organizational change (e.g. organic growth, increased flexibility or downsizing) an how they affect employees and the HRM-system
- apply some fundamental tools and models used in the recruiting process

# Course contents

The course comprises lectures, written assignments and participation in the exercise.

- The relation between strategy and the HRM-system
- Organization of the HR-function in different companies
- Matching supply and demand in HR
- Recruitment
- Analysis of competence demand
- Shortlisting and selection
- Feedback
- Competences and knowledge structure
- Career development, training and education
- Organizational culture and the increased flexibility of work
- Payment system and incentives
- Equal opportunities and gender
- General work legislation
- Legislation, discrimination and outplacement
- Redundancy and downsizing

An important element of the course is also the group exercise where the students are given the opportunity to apply different parts of the recruitment process.

# Course literature

Foot, M and Hook, M (2002) Introducing Human Resource Management. Collection of articles and handouts.

## Examination

- TEN1 - Examination, 4.0 credits, grading scale: A, B, C, D, E, FX, F
- ÖVN1 - Exercise, 1.0 credits, grading scale: P, F
- ÖVN2 - Exercise, 1.0 credits, grading scale: P, F

Based on recommendation from KTH's coordinator for disabilities, the examiner will decide how to adapt an examination for students with documented disability.

The examiner may apply another examination format when re-examining individual students.

## Other requirements for final grade

Written exam (TEN1; 4hp) and passed exercises (ÖVN1; 1hp) (ÖVN2; 1hp).

## Ethical approach

- All members of a group are responsible for the group's work.
- In any assessment, every student shall honestly disclose any help received and sources used.
- In an oral assessment, every student shall be able to present and answer questions about the entire assignment and solution.