



# ME2063 Team Leadership and Human Resource Management

## 6.0 credits

Team ledarskap och 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 ME2063 valid from Spring 2015

### Grading scale

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

### Education cycle

Second cycle

### Main field of study

Industrial Management

### Specific prerequisites

ME 1003 Industrial management, basic course (initiated)

# Language of instruction

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

## Intended learning outcomes

After the course the student should be able to:

### **Leadership & Teams:**

- Describe the theoretical development of the areas of leadership and team leadership
- Define leadership and effective leadership and distinguish between production– and relationship-oriented leadership
- Describe different types of groups typically found in technology-based organizations (such as the functional, cross-functional, self-managed, professional, cross-cultural, and virtual) and describe and discuss typical leadership challenges associated with these types of teams
- Describe and explain the theories of group dynamics, team roles and challenges and pitfalls in team-based work
- Briefly describe the most common research methods used in leadership, team leadership and HRM

### **Human Resource Management:**

- Describe experiential learning processes, learning styles and knowledge-generating processes
- Describe the key processes in Human Resource Management / Talent Management
- Define an HRM systems and describe various types of HRM systems and HRM configurations
- Explain the concept of generational stereotypes and psychological contract and its application in human resource management
- Briefly describe European labor law
- Discuss the grounds of discrimination and explain the difference between direct and indirect discrimination
- Apply a cultural perspective on leadership and organization and identification of dimensions that affect HR activities in different cultures
- Describe industrial HR related processes of change such as downsizing, outsourcing, and increased flexibility and the consequences for employees, managers and organizations.

### **Skills and critical perspective:**

- "Diagnostize" and explain own and others' behavior in dynamic group processes and taking the role of leader and follower
- Prepare an interview guideline, implement and analyze an interview and critically review and evaluate the results
- Present the results of the interview study orally and in a report

## Course contents

The course is based on an experiential learning approach where a combination of lectures, case studies and theoretical studies are paired with practical exercises in groups. Assistants supervise groups of eight to ten students, where students are given the opportunity to lead and work in teams. The experience of the group practice forms then the basis for reflection on their own and others' work behavior. The practical exercises provide insight into, and understanding of, various leadership theories, team performance, key aspects of effective leadership in technology-intensive activities such as project management, industrial production, service delivery, product development, and entrepreneurship

## Disposition

The course is based on lectures, guest lectures, seminars and group exercises.

## Course literature

Kursbok samt ca 10 vetenskapliga artiklar //

Text book and about 10 scientific articles

## Examination

- TEN1 - Examination, 3.0 credits, grading scale: A, B, C, D, E, FX, F
- ÖVN1 - Exercise, 3.0 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

Pass on written exam, seminars and exercises. (100 % participation on exercises as well as participation on the introductory lecture.

## 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.

