



# 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

On 11/04/2019, the Dean of the ITM school has decided to establish this official course syllabus to apply from spring term 2020 (registration number M-2019-0768).

### Grading scale

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

### Education cycle

Second cycle

### Main field of study

Industrial Management

### Language of instruction

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

## Intended learning outcomes

The course covers concepts, models, theories, tools and processes in leadership, organisation and personnel management at three organisational levels: individual, group and organisation.

After passing the course, the students should:

for grade E be able to: give an account of and reflect on relevant concepts and basic models at all three levels; individual, group and organisation

for grade D furthermore be able to: explain the most important models and theories for one of the three levels individual, group and organisation

for grade C furthermore be able to describe and reflect on how individuals, groups and organisational processes interact, and apply relevant concepts, models and theories on typical situations

for grade B furthermore be able to analyse how models interact at individual, group and organizational level, choose and apply theory for practical problem situations and discuss limitations in existing theories and models

for grade A furthermore be able to: apply and critically review models at individual, group and organizational level and show how they interact, apply models and theories on complex situations and suggest fields for future research

## Course contents

The course covers how to lead groups and teams in different organisational environments relevant for engineering students. A special focus is put on knowledge and technology-intensive activities.

The course covers three fields/levels:

- Individual level: Leadership models and theories - i.e. theories and models at individual level that defines and explains efficient and successful leadership difference between head and leadership, personal leadership, power, motivation and influence, leadership styles and classical and modern views on leadership
- Group level: Group/team organisation and development models and theories - i.e. theories and models at group level that define group and team, describe different types of groups, group/team roles, strengths and weaknesses with teams, group/team development process and leadership and organisational challenges in team-based environments
- Organizational level: Personnel management models and theories (Human Resource Management, HRM) - i.e. theories and models that describe the staff management function in an organisation, which e.g. include different views on HRM, challenges for the HRM function, HR configuration, flexibility, recruitment and organisation

## Specific prerequisites

ME1003 Industrial Management, basic course

## Examination

- TEN1 - Examination, 3.0 credits, grading scale: A, B, C, D, E, FX, F
- ÖVN2 - Exercise, 3.0 credits, grading scale: A, B, C, D, E, FX, 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

Active participation at the exercises of at least 80% is required for a pass mark on course.

## 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.