



ME2602 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 ME2602 valid from Autumn 2011

Grading scale

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

Education cycle

Second cycle

Main field of study

Industrial Management

Specific prerequisites

Industrial managements, basic course. or equivalent.

Exemption for those students in program CMATD, who have read the course MH1021 in autumn 2009 or 2010.

Language of instruction

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

Intended learning outcomes

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

Course contents

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).

Disposition

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.

Course literature

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

Examination

- SEM1 - Seminar, 1.0 credits, grading scale: P, F
- TEN2 - Examination, 4.0 credits, grading scale: A, B, C, D, E, FX, 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 and passed exercises.

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.