



## COURSE SYLLABUS

# Human Resource Management in a Globalized World, 7.5 credits

*Human Resource Management in a Globalized World, 7,5 högskolepoäng*

---

|                      |  |                             |                         |
|----------------------|--|-----------------------------|-------------------------|
| <b>Course Code:</b>  | JHRK13   | <b>Education Cycle:</b>     | First-cycle level       |
| <b>Confirmed by:</b> | Council for Undergraduate and Masters Education Mar 14, 2022 | <b>Disciplinary domain:</b> | Social sciences         |
| <b>Revised by:</b>   | Examiner Sep 5, 2022   | <b>Subject group:</b>       | FE1                     |
| <b>Valid From:</b>   | Jan 16, 2023   | <b>Specialised in:</b>      | G2F                     |
| <b>Version:</b>      | 3  | <b>Main field of study:</b> | Business Administration |

---

## Intended Learning Outcomes (ILO)

On completion of the course the students will be able to:

### Knowledge and understanding

1. Explain the concepts of human resource management (HRM) processes for managing firms in a global context
2. Describe and compare various available HRM practices suitable for both the private and public sectors
3. Understand the influence of digitalization on HRM.

### Skills and abilities

4. Simulate and evaluate the advantages and problems with global talent management and occupational wellbeing.
5. Be able to develop an academically informed report that evidences understanding of contemporary challenges in HRM.

### Judgement and approach

6. Explain emerging needs and challenges from the perspective of talent acquisition, development and retention.
7. Examine the ethical and political context of HRM
8. Critically evaluate alternatives to formal HRM processes

## Contents

The aim of this course is to develop students understanding of how people in organisations interact. It will introduce various people management concepts and human resource processes and practices. Students will develop the ability to compare and contrast HRM approaches to recruiting, employee selection, compensation and benefits, training, development, and organizational management and development.

## Connection to Research and Practice

The course is focused on human resource theory and connects to research in this area by the following:

- Connecting students with internal and external faculty who are research focused in the areas of human resource management through lectures and seminars where the researchers own research is used as teaching material.
- Introducing students to the traditional and contemporary frameworks in HRM, talent management, global perspectives on HRM and global resource strategies.
- The practical connections brought into the course are lectures from company HRM executives on their challenges with these concepts and in real live problem-solving cases with these companies.

### Type of instruction

The course includes lectures, case seminars, group work, as well as individual examination.

The teaching is conducted in English.

### Prerequisites

General entry requirements and 60 credits in Business Administration or Economics or equivalent.

### Examination and grades

The course is graded A, B, C, D, E, FX or F.

Individual written assignments (ILOs: 1, 2, 3, 4, 6, 7, 8), representing 4 credits.

Group assignments (ILOs: 4, 5, 6, 7, 8), representing 3,5 credits.

Registration of examination:

| Name of the Test                            | Value       | Grading        |
|---|-------------|----------------|
| Individual written assignments <sup>I</sup> | 4 credits   | A/B/C/D/E/FX/F |
| Group assignments <sup>I</sup>              | 3.5 credits | A/B/C/D/E/FX/F |

<sup>I</sup> All parts of the compulsory examination in the course must be passed with a passing grade (A-E) before a final grade can be set. The final grade of the course is determined by the sum total of points for all parts of the examination in the course (0-100 points). Grade is set in accordance to JIBS grading policy.

### Course evaluation

It is the responsibility of the examiner to ensure that each course is evaluated. At the outset of the course, the programme evaluators in the course must be contacted. In the middle of the course, the examiner should meet the programme evaluators to identify strengths/weaknesses in the first half of the course.

At the end of the course, the examiner should remind students to fill in the survey. The examiner should also call a meeting with the programme evaluators to debrief the course, based on course evaluation data and comments. The next time the course runs, students should be informed of

any measures taken to improve the course based on the previous course evaluations.

At the end of each study period, JIBS' Director of Quality and Accreditation crafts a "Course Evaluation Quarter Report", presenting the quantitative results from course evaluation surveys. The Associate Dean of Education, The Associate Deans of Faculty, Programme Directors, and JSA President and Quality receive the report.

### **Other information**

#### **Academic integrity**

JIBS students are expected to maintain a strong academic integrity. This implies to behave within the boundaries of academic rules and expectations relating to all types of teaching and examination.

Copying someone else's work is a particularly serious offence and can lead to disciplinary action. When you copy someone else's work, you are plagiarizing. You must not copy sections of work (such as paragraphs, diagrams, tables and words) from any other person, including another student or any other author. Cutting and pasting is a clear example of plagiarism. There is a workshop and online resources to assist you in not plagiarizing called the Interactive Anti-Plagiarism Guide.

Other forms of breaking academic integrity include (but are not limited to) adding your name to a project you did not work on (or allowing someone to add their name), cheating on an examination, helping other students to cheat and submitting other students work as your own, and using non-allowed electronic equipment during an examination. All of these make you liable to disciplinary action.

### **Course literature**

#### **Literature**

Noe, R., Hollenbeck, J., Gerhart, B., & Wright, P. (2014): Fundamentals of Human Resource Management. McGraw Hill