



## COURSE SYLLABUS

# Strategic HR for a Sustainable Working Life, 7.5 credits

*Strategic HR for a Sustainable Working Life, 7,5 högskolepoäng*

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<b>Course Code:</b> LSCK11	<b>Education Cycle:</b> First-cycle level
<b>Confirmed by:</b> Director of Education Nov 17, 2020	<b>Disciplinary domain:</b> Social sciences
<b>Valid From:</b> Spring 2021	<b>Subject group:</b> FE1
<b>Version:</b> 1	<b>Specialised in:</b> GIF
	<b>Main field of study:</b> Business Administration

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### Intended Learning Outcomes (ILO)

On completion of the course students should be able to:

Knowledge and understanding

- identify and describe principal models and concepts in the field of Strategy, Human Resources and Strategic Human Resource Management
- account for HR strategies, HR policies and HR practices from a strategic and Sustainable Working Life perspective
- outline the development of Strategic Human Resource Management as a research and practice field by synthesizing the current Nordic and International research in the field.

Skills and abilities

- analyse and assess HR practices, policies and strategies from a Strategic Human Resource Management perspective in relation to contemporary concepts and a sustainable working life
- make informed decisions in terms of Strategic Human Resource Management in the context of organisational strategies

Judgement and approach

- critically reflect on the contemporary development of Strategic Human Resource Management to enable a balanced relationship between employer and employees
- problematise Strategic Human Resource Management in research and practice, its strength and limitations, especially in relation to contemporary concepts and sustainability in the light of the 17th UN global goals, including diversity and equality.
- reflect and improve his/her capabilities and skills in relation to Strategic Human Resource Management

### Contents

- From Human Resource Management to Strategic Human Resource Management (SHRM)
- Different perspectives on Strategic Human Resource Management in relation to contemporary concepts, such as VUCA
- Strategic Human Resource Management in action

- Strategic Human Resource Management – A critical perspective

### **Type of instruction**

The teaching is conducted in English.

### **Prerequisites**

General entry requirements and completed courses of 30 credits in Business Administration or Psychology including organizational theory, or the equivalent. English proficiency is required. Exemption is granted from the requirement in Swedish.

### **Examination and grades**

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

The grades A, B, C, D and E and G are all passing grades. For courses with more than one element of examination, students are given a final grade based on an overall assessment of all the elements included in the course. The final grade of the course is issued only when all elements of examination have been passed.

The examination is based on the intended learning outcomes.

The course is examined by one oral group examination, one written group assignment and one individual written examination. Students may not make a second attempt at any examination (or element of examination) already passed in order to receive a higher grade. Further information concerning assessment and grading criteria is provided in a study guide distributed at the beginning of the course.

The examination must allow for students to be assessed on an individual basis. Further information concerning assessment of specific intended learning outcomes and grading criteria is provided at the beginning of the course.

Students are guaranteed a minimum of three attempts to pass an examination, including the regular attempt.

If a student has failed the same examination three times, the student can request that the next attempt be graded by a new examiner. The decision to accept or reject such a request is made by the associate dean of education. A student may not make a second attempt at any examination already passed in order to receive a higher grade.

In case a course is terminated or significantly altered, examination according to the earlier syllabus shall be offered on at least two occasions in the course of one year after the termination/alteration.

Registration of examination:

Name of the Test	Value	Grading
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Oral group examination	0.5 credits	U/G
Written group assignment	2 credits	U/G
Individual written examination <sup>†</sup>	5 credits	A/B/C/D/E/FX/F

<sup>†</sup> Determines the final grade of the course, which is issued only when all course units have been passed.

### Course evaluation

The instruction is followed up throughout the course. A course evaluation is conducted at the end of the course. A summary and comments are published in the learning management system. The evaluation constitutes a basis for future improvements to the course.

### Course literature

Ahl, Helene, Bergmo-Prvulovic, Ingela & Kilhammar, Karin (2019). *Human Resource Management: A Nordic Perspective*. Abingdon: Routledge. 225 p.

Rees, Gary & Smith, Paul E. (2017). *Strategic Human Resource Management - An international perspective*. Thousand Oaks: SAGE Publications. 576 p.

10-12 scientific articles and/or chapters given under the course.

Please note that the course literature may change until one month before the course starts.

Please note that changes may be made to the reading list up until one month before the start of the course.

### Citing Sources – How to Create Literature References

<http://ju.se/library/search--write/citing-sources---how-to-create-literature-references.html>

### The Interactive Anti-Plagiarism Guide – Jönköping University

Information about plagiarism at higher education institutions  
Available in the learning management system