



## COURSE SYLLABUS **Strategic HR, 7.5 credits**

*Strategic HR, 7,5 högskolepoäng*

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<b>Course Code:</b> LSCK18	<b>Education Cycle:</b> First-cycle level
<b>Confirmed by:</b> Director of Education Dec 12, 2017	<b>Disciplinary domain:</b> Social sciences
<b>Valid From:</b> Spring 2018	<b>Subject group:</b> FE1
<b>Version:</b> 1	<b>Specialised in:</b> G1F
<b>Reg number:</b> HLK 2017/4975-313	<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 Strategic Human Resource Management

- outline the development of Strategic Human Resource Management as a research and practice field

- identify, synthesise and classify the current scientific and practical knowledge on Strategic Human Resource Management

Skills and abilities

- analyse and assess HR practices, policies and strategies from a Strategic Human Resource Management perspective

- make informed decisions in terms of Strategic Strategic Human Resource Management in the context of organisational strategies

Judgement and approach

- critically reflect on the contemporary development of Strategic Human Resource Management  
- problematise Strategic Human Resource Management in reserch and practice, its strenght and limitations

- 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
- 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 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 examination is based on instruction and course literature.

The examination must allow for students to be assessed on an individual basis.

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 grades A, B, C, D and E are all passing grades. Students are given a final grade based on an overall assessment of all examinations included in the course. The final grade of the course is issued only when all course units have been passed.

Students are guaranteed a minimum of three examination opportunities, including the main one.

If a student has failed the examination three times, the student is entitled to request that the next examination is assessed and graded by a new examiner if possible. The decision to accept or reject such request is made by the vice dean of education.

In case the course is terminated or significantly altered, examination aligned with the current course syllabus shall be offered on at least two occasions in the course of one year following the termination/alteration.

Registration of examination:

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

### Course evaluation

At the end of the course, a course evaluation is performed and commented on by the course coordinator and, if possible, a student/students (course developer/s). The course evaluation, which is published on the relevant learning platform and submitted to the study administration,

is to function as a basis for future improvements to the course.

**Course literature**

Armstrong, Michael (2016). *Armstrong's Handbook of Strategic Human Resource Management*. (6th Edition). London: KoganPage. 333 p.

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

10-12 scientific articles given under the course.

**Reference Literature:**

Additional readings will be published in Ping Pong during the course.

Citing Sources – How to Create Literature References. <http://ju.se/library/search--write/citing-sources---how-to-create-literature-references.html>

Information Material about Anti-Plagiarism at Universities.//The Interactive Anti-Plagiarism Guide – Jönköping University. <http://pingpong.ju.se/public/courseId/10565/publicPage.do>