



Faculty of Economic Science, Communication and IT

Programme Study Plan

Human Resource Management and Working Life

Programme Code	SGPAR
Approval	The programme study plan was approved by the Faculty Board of Economic Sciences, Communication and IT on 8 September 2011 and is valid from the autumn term of 2011. It replaces the previous study plan which was approved 8 June 2010.
Programme Title:	Human Resource Management and Working Life
ECTS credits:	180
Language of Instruction:	Swedish
Degree Level:	Bachelor
Degree Type:	General
Prerequisites:	<p>General admission requirements, plus either</p> <ul style="list-style-type: none"> - field-specific eligibility A5 (Mathematics 2a or 2b or 2c, Social Science 1b or 1a1+1a2), or - field-specific eligibility 5 (Mathematics B and Social Science A). <p>Students who choose Business Administration in semesters 4 and 5 must verify Mathematics 3b or 3c eligibility before the course start.</p>

General Information

The field of knowledge focused on in this programme is the relation between individuals, organisation and working life and the effects of their interaction. The programme is designed for students who plan to work with human resource management as well as for students who are interested in related areas such as qualified investigative, evaluative and analytical work, environmental issues, equality and diversity, education, further training and organisational changes.

Aims

The aim of the programme is to provide the opportunity for students to acquire the knowledge and skills necessary for independent work in the strategic area of human resource management in a wide sense. To be awarded a Bachelor's degree the student should be able to demonstrate the following:

Knowledge and understanding

Upon completion of the programme, students should be able to:

- explain and problematise the organisation, management and conditions of work from different theoretical perspectives, and analyse and discuss effects at the levels of the individual, group, organisation and society,
- relate relevant research and theories to actual phenomena in working life, while demonstrating awareness of different methods of collecting and analysing data.

Skills and abilities

Upon completion of the programme, students should be able to:

- identify, structure, analyse and handle staff and work-related problems,
- individually and with others plan, carry out, produce and present a set of knowledge in the area of human resource management orally and in writing,
- demonstrate mastery and understanding of the meaning and consequences of different types of data, data collecting and analysis.

Judgement and approach

Upon completion of the programme, students should be able to:

- assess, and maintain a critical distance to conceptions, work methods and research in the area of human resource management,
- assess, choose and apply different methods in collecting and analysing data/information in an ethically sound way,
- continuously identify their need for further knowledge.

Programme Structure

The programme is divided into three blocks. The first comprises 90 ECTS credits of basic studies. It is followed by broadening studies of 60 ECTS credits in an elective discipline. The programme is concluded by advanced studies of 30 ECTS credits: 15 ECTS credits for course work and 15 ECTS credits for a C-level degree project.

Block 1: Basic studies 90 ECTS credits

The first three terms are foundational and common to all students enrolled in the programme. The students acquire basic knowledge in the area of human resources, organisation and working life and are introduced to relevant and current theories in the field. They also practise applying theories. This is done through continuous interaction with mentor companies in the form of case studies, role-play and scenario simulation. Professional people in the field take part in classes. The students also acquire basic knowledge and skills in data collection and analysis. Knowledge acquisition and application are examined in various ways, individually and in groups, orally and in writing. The basic block is structured as follows:

- 60 ECTS credits in Working Life Science
- 15 ECTS credits in Law
- 7.5 ECTS credits in Business Administration
- 7.5 ECTS credits for work placement or an optional course in Business Administration

Block 2: Broadening studies 60 credits

The second block provides the opportunity for the students to develop their knowledge and critical reflection abilities. The electives offered are Business Administration, Psychology, Law and Sociology. The students take the standard first-year courses in the subject of their choice.

- 60 ECTS credits in one of the subjects Business Administration, Psychology, Law and Sociology.

Block 3: Advanced studies 30 credits

In the third block the students deepen their theoretical knowledge in the field of human resources, organisation and working life, develop their knowledge of research methodology and their skills in carrying out a degree project independently. A further central dimension is the opportunity for the students to critically examine and take part in interdisciplinary discussions of ongoing research in the area of working life science, based on the common ground acquired in the first terms combined with the approaches gained in their respective second stage electives.

- 30 ECTS credits in Working Life Science

Programme Curriculum

Block 1

Courses terms 1 and 2 (random order)

Introduction to Working Life Science 7.5 credits

The aim of the module is twofold: The first objective is to introduce students to the field of working life science, which is defined as the study of the individual at work, and the forms and processes of work. The second objective is to introduce students to academic studies and the formation of academic knowledge.

The Individual at Work and Modes of Working 7.5 credits

The aim of the module is that students acquire knowledge of the individual at work and modes of working, the relation between them and to society and societal change. The students are also expected to gain insights into class, gender and ethnicity segregation issues.

Research Method 7.5 credits

The aim of the module is that students acquire basic knowledge and skills in investigative and research methodology relevant to working life science issues.

Basic Organisation Theory I 7.5 credits

The aim of the module is that students acquire basic knowledge in organisation theory through the study of different theoretical perspectives on organisation, management and other central aspects of organising.

Organisation Theory II 7.5 credits

The aim of the module is that students acquire further knowledge of the organisation of work, its causes and effects. The students should also be able to critically examine different phenomena related to organisation such as leadership, power and resistance, working conditions and attitudes to work from different perspectives.

Operative Human Resource Management 7.5 credits

The aim of the module is that students acquire knowledge of and ability to explain the relation between human resource management and the content, organisation and change of a business in terms of national and international research and literature.

Strategic Human Resource Management 7.5 credits

The aim of the module is that students acquire knowledge of the relation between human resource management and the content, organisation and change of work. The studies are related to national as well as international research and literature.

Special Course in Working Life Science 7.5 credits

The aim of the module is that students acquire further knowledge in one area of the working life science field.

Courses term 3 (random order)*Labour Law 15 credits*

The aim of the module is that students acquire knowledge of the function of labour law at work, practise applying a legal method to assess and solve labour law related issues, and learn about the gradual impact of the EU law on the Swedish labour law.

Economic Control and Organisation 7.5 credits

The aim of the module is that students reflect critically on the points of intersection between economic control and organisation, thus gaining insight into the relation and interaction between the financial and organisational aspects of an organisation.

Elective courses1. *Applied Economic Control 7.5 credits*

Builds on the earlier mandatory economic control module.

2. *Work Placement 7.5 credits*

The aim of the module is that students acquire abilities to reflect and explain the relation between theory and practice as well as apply knowledge in working life science to human resource management area.

Block 2Courses terms 4 and 5

The students take the standard first-year courses in one of the subjects Business Administration, Psychology, Law or Sociology.

Block 3Courses term 6*Working Life Science Theory 7.5 hp*

The aim of the module is that students acquire further knowledge of traditional concepts and theories in Working Life Science.

Method 7.5 hp

The aim of the module is that students acquire knowledge of a number of research methods, when, how and why to apply them, and form views on their usefulness in different contexts. The students should also be able to apply the various methods.

Thesis Work 15 hp

The aim of the course is that students write a thesis demonstrating their ability to identify and analyse a problem related to the field of working life science.

Degree Title

Degree of Bachelor of Social Science

Major: Working Life Science

Credit Transfer

According to the *Higher Education Ordinance* (Ch. 6, § 12-14), students may transfer credits from previously completed university courses subject to approval. Transfer of credits for a full course is subject to approval by the Rector. Transfer of credits from a course module is subject to approval by the course examiner.

Additional Information

The local regulations for undergraduate studies at Karlstad University stipulate the obligations and rights of students and staff.