



Faculty of Economic Sciences, Communication and IT
Working Life Science

Syllabus

Course Approval

The syllabus was approved by the Faculty Board of Economic Sciences, Communication and IT on 26 October 2010, and is valid from the Spring semester of 2011 at Karlstad University.

Course Code: AVGB41

Working Life Science II, 30 ECTS Credits

(Arbetsvetenskap personalinriktning, 30 Swedish credit points)

Degree Level: Bachelor

Progressive Specialisation: G1F (First cycle, has less than 60 credits in first-cycle course/s as entry requirements)

Language of Instruction

Swedish

Prerequisites

The course AVGA30 Working Life Science 30 ECTS credits or equivalent.

Major Field of Study

ABA (Working Life Science)

Learning Outcomes

The course comprises the following modules and aims:

Module 1. Organisational Theory II 7.5 ECTS credits

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

- demonstrate further knowledge of work, and the causes and consequences of its organisation,
- critically examine different organisational phenomena, such as leadership, power and resistance, work conditions and attitudes to work.

Module 2. Operative Personnel Management 7.5 ECTS cr.

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

- discuss basic issues in the field of operative personnel management and
- plan and perform work in the areas of recruitment and development, equality and diversity, and social workplace issues.

Module 3. Strategic Personnel Management 7.5 ECTS credits

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

- discuss strategic personnel management and the correlation between personnel efforts and type of work, organisation and change,
- plan and develop business ideas, personnel vision and personnel strategies, and
- evaluate the consequences of personnel vision and strategies for organisation and employees.

Module 4. Work and the Employment Market from a European Perspective 7.5 ECTS credits

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

- demonstrate overview and knowledge of developments in work conditions and work opportunities for women and men in the EU membership countries,
- explain the development in different countries and differences in certain respects,
- discuss the correlation between European politics, e.g. European labour market policy, and what happens on national markets in the EU, and
- outline current research issues in the area.

Content and Form of Instruction

The four modules include:

Module 1. Organisational Theory II is designed to contribute to the student's ability to critically examine different organisational phenomena, such as leadership, power and resistance, work conditions and attitudes to work.

Module 2. Operative Personnel Management deals with the visions, field and methods of personnel management, such as recruitment, professional development, equality and diversity efforts, rehabilitation, victimization, alcohol, drugs, violence, threat of violence and means prevention.

Module 3. Strategic Personnel Management provides introduction to methods of working with strategic personnel management. Concepts such as business idea, personnel vision and the correlation between the two are central to the course and its application exercises.

Module 4. Work and the Employment Market from a European Perspective deals with modern working life with a focus on basic issues of interaction between humans, technology, society and culture in a comparative European perspective. The content is linked to current research.

Reading List

See separate document.

Examination

Assessment is based on mandatory seminars and an individual written exam. Students who have failed an examination component must complete the examination in the next academic year. Thereafter re-examination is required for all course components. All course components must be completed and approved before a Pass grade is issued.

Grades

One of the grades Distinction (VG), Pass (G), or Fail (U) is awarded in the examination of the course.

Quality Assurance

Follow-up relating to learning conditions and goal-fulfilment takes place both during and upon completion of the course in order to ensure continuous improvement. Course assessment is based on student views and experiences as reported in written course evaluations and/or group discussions. Students will be informed of the result of the evaluation and of the measures to be taken.

Course Certificate

A course certificate will be provided upon request.

Additional Information

Students who enrolled before 1 July 2007 will complete their studies in accordance with the requirements of the earlier admission. Upon completion students may request degree and course certificates to be issued under the

current ordinance if they meet its requirements.

The local regulations for studies at the Bachelor's and Master's levels at Karlstad University stipulate the obligations and rights of students and staff.

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