



Faculty of Arts and Social Sciences

Programme Syllabus

Human Resource Management and Working Life

Reg. no. HS 2024/1705

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| Programme code: | SGPAR |
| Programme title: | Human Resource Management and Working Life <i>Personal och arbetsliv</i> |
| Credits: | 180 |
| Programme approval: | The programme syllabus was approved by the Faculty Board of Arts and Social Sciences on 6 February 2025, effective from the autumn semester of 2025. |
| Language of instruction: | Swedish, but some components may be taught in English. |
| Education cycle: | First (Bachelor's level) |
| Degree type: | General |
| Entry requirements | General entry requirements, plus Mathematics 2a or 2b or 2c and Social Studies 1b or 1a1 + 1a2. |

General information

The degree programme Human Resource Management and Working Life (180 credits) is a three-year Bachelor's programme. The main field of study is working life science, focusing on the relation between individuals, organisations and working life, and the effects of this interaction. Areas of expertise such as law (labour law) and operational management are also central to the content of the programme. The programme is designed for students who are interested in a career in Human Resources (HR), such as working as an HR specialist or head of HR. It also turns to students interested in other professions related to the specialisations of the programme, including advanced investigative, evaluation and analysis work in areas such as sustainable work environments, gender equality and diversity, education, continuing professional development and organisational change.

Programme outcomes

The programme aims to equip students with the knowledge and skills required for independent work in strategic HR in a broad sense. For programme completion, students must meet the national requirements for a Degree of Bachelor.

National outcomes

Knowledge and understanding

For a Degree of Bachelor the student shall:

- demonstrate knowledge and understanding in the main field of study, including knowledge of the disciplinary foundation of the field, knowledge of applicable methodologies in the field, specialised study in some aspect of the field as well as awareness of current research issues.

Competence and skills

For a Degree of Bachelor the student shall:

- demonstrate the ability to search for, gather, evaluate and critically interpret the relevant information for a formulated problem and also discuss phenomena, issues and situations critically,
- demonstrate the ability to identify, formulate and solve problems autonomously and to complete tasks within predetermined time frames
- demonstrate the ability to present and discuss information, problems and solutions in speech and writing and in dialogue with different audiences, and
- demonstrate the skills required to work autonomously in the main field of study.

Judgement and approach

For a Degree of Bachelor the student shall:

- demonstrate the ability to make assessments informed by relevant disciplinary, social and ethical aspects,
- demonstrate insight into the role of knowledge in society and the responsibility of the individual for how it is used, and
- demonstrate the ability to identify the need for further knowledge and undertake ongoing development of his or her skills.

Independent project (degree project)

A requirement for the award of a Degree of Bachelor is completion by the student of an independent project (degree project) for at least 15 credits in the main field of study.

Programme structure

The degree programme Human Resource Management and Working Life comprises 6 semesters and includes a combination of theoretical and practical components. The programme alternates between lectures, workshops, group assignments and seminars with guest lectures by HR professionals. The first year of the programme includes group assignments in collaboration with professional mentors who provide guidance and expertise. Throughout the programme, students continuously practise their teamwork skills, as many of the examination components require student collaboration. Students are also offered the opportunity to complete a placement period.

The first two semesters focus on the main field of study, working life science. During these semesters, students acquire fundamental knowledge of working life as a research domain and the discipline of working life science. The areas covered include scientific theory and research methodology, the labour market, different forms of employment, organisation, leadership, human resource management, sustainable work environment, inclusion and gender equality.

The third semester comprises courses in law. Students are offered the opportunity to acquire knowledge of labour legislation, with a focus on individual and collective labour law, as well as issues related to the work environment and rehabilitation.

The fourth semester starts with a course in business administration, addressing topics such as accounting, budgeting, human resources finances, corporate governance models and corporate social responsibility. In the latter part of the fourth semester, students take elective courses in working life science, including the option of a 10-week placement course or a course combination consisting of an independent project course and a course in International Human Resource Management (IHRM).

The fifth semester comprises elective studies in one or several of the subjects of gender studies, sociology and social psychology, or a semester focusing on psychology and project management. Students may also choose to study abroad during this semester, or opt for an elective semester and take courses in another subject relevant to the programme – but places are not guaranteed on such courses.

The sixth and final semester again comprises studies in working life science, including more specialised theoretical study of the areas of human resources, organisations and working life, with a specific focus on analysis and critical reflection. The course allows students to acquire specialised knowledge of research methodology and concludes with the students completing a degree project.

Examination formats include written and oral presentations, such as on-campus written examinations, take-home examinations, group presentations, individual and group assignments, qualitative and quantitative data analyses, as well as independent research projects. The programme is structured to ensure gradual progression in course content and examinations.

Programme graduates meet the entry requirements for studies at Master's level.

Programme curriculum

Note that titles and order of programme courses may vary from the list below.

Semester 1

Working life science, 30 credits

Semester 2

Working life science II, 30 credits

Semester 3

Labour law with an introduction to law, 30 credits

Semester 4

Management accounting and control systems, 15 credits

Elective courses in working life science:

Elementary research project in working life science, 7.5 credits

Human resource management in a global context, 7.5 credits

Placement I: working life science, 7.5 credits

Placement II: working life science, 15 credits

Semester 5

Elective courses:

Gender studies I, 30 credits

Psychological perspectives on organisation and project management, 30 credits

Social psychology I, 30 credits

Sociology I, 30 credits

Elective semester:

Students can opt to take an elective semester where they choose courses based on their specialisation.

Study abroad:

Students can choose to spend the semester abroad in the form of exchange studies.

Semester 6

Working life science traditions and theories including degree project, 30 credits

Degree title

Degree of Bachelor of Social Science

Main field of study: Working Life Science

Credit transfer

According to the Higher Education Ordinance, Chap. 6, Sect. 6–8, students have the right to transfer credits and have prior learning recognised upon approval.

Additional information

The local regulations for first and second cycle education at Karlstad University stipulate the obligations and rights of students and staff.

Previous versions of the programme syllabus have been approved:

14 December 2006, reg.no. FAK1 2006/190, effective from the autumn semester 2007.

8 June 2010, reg.no. FAK1 2010/99, effective from the autumn semester 2010.

8 September 2011, reg.no. FAK1 2011/148, effective from the autumn semester 2011.

3 March 2016, Reg.no HS 2016/84, effective from the autumn semester of 2016.

16 June 2016, Reg.no HS 2016/84, effective from the autumn semester of 2017.

7 February 2019, reg.no. HS 2019/40, effective from the autumn semester of 2019.

9 September 2021, reg.no. HS 2021/775, effective from the autumn semester of 2022.